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| Vol. LXI, No. 1 | CONTENTS | January 31, 1961 |
|---|----------|------------------|
| Employment Review | | 1 |
| Collective Bargaining Review | | 7 |
| Notes of Current Interest | | 12 |
| House of Commons Debates of Labour Interest: A Guide .. | | 17 |
| 6th Meeting, Advisory Committee on Professional Manpower .. | | 19 |
| A New Career for Women after 30 | | 22 |
| Cost of Federal Social Welfare | | 23 |
| Industrial Fatalities, Third Quarter of 1960 | | 25 |
| Labour Legislation of the Past Decade—II | | 27 |
| Employment Adequacy of Older Persons | | 34 |
| Continuing Education for Women | | 35 |
| 50 Years Ago This Month | | 36 |
| International Labour Organization: | | |
| Investment in Training, Education Needed for World Peace .. | | 37 |
| The Trade Union Situation in the United States | | 38 |
| The Trade Union Situation in the U.S.S.R. | | 39 |
| 147th Session of Governing Body | | 41 |
| Teamwork in Industry | | 42 |
| Industrial Relations and Conciliation: | | |
| Certification Proceedings | | 43 |
| Conciliation Proceedings | | 45 |
| Canadian Railway Board of Adjustment No. 1 | | 54 |
| Labour Law: | | |
| Legal Decisions Affecting Labour | | 56 |
| Recent Regulations under Provincial Legislation | | 60 |
| Unemployment Insurance: | | |
| Monthly Report on Operation | | 61 |
| Decisions of the Umpire | | 62 |
| Labour Conditions in Federal Government Contracts | | 66 |
| Prices and the Cost of Living | | 71 |
| Publications Recently Received in Department's Library | | 73 |
| Labour Statistics | | 77 |

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ECONOMICS AND RESEARCH BRANCH

Employment and Unemployment, December

Employment decreased by 127,000 between November and December as winter weather reduced outdoor activity. Although some workers withdrew from the labour force as activity slackened, the number unemployed increased by 99,000 to an estimated 528,000.

The labour force was 3.2 per cent larger than a year earlier, indicating a higher rate of growth than the long-term average. The employment increase over the 12-month period was 1.3 per cent, less than the long-term average. Unemployment in December was 122,000 higher than a year earlier.

In the week ended December 10, the labour force was estimated at 6,430,000, which is 28,000 lower than the preceding month and 199,000 higher than a year earlier. Employment was estimated at 5,902,000, which, although 127,000 lower than at mid-November, is 77,000 higher than in December 1959.

Employment

The employment decrease between November and December was greater than the average, partly because of a sharp decline in agriculture, and the margin over year-earlier employment estimates was smaller in December than that established in earlier months.

As a result of fine weather, activity in agriculture continued later in the year but dropped sharply in late November and early December. Farm employment fell to 610,000, slightly below the figure for December 1959. Construction and manufacturing also experienced greater-than-seasonal employment declines. These declines were partly offset by increases in the service industry and by heavy pre-Christmas hiring in trade. Most of the workers released during the month were men; employment of women increased slightly.

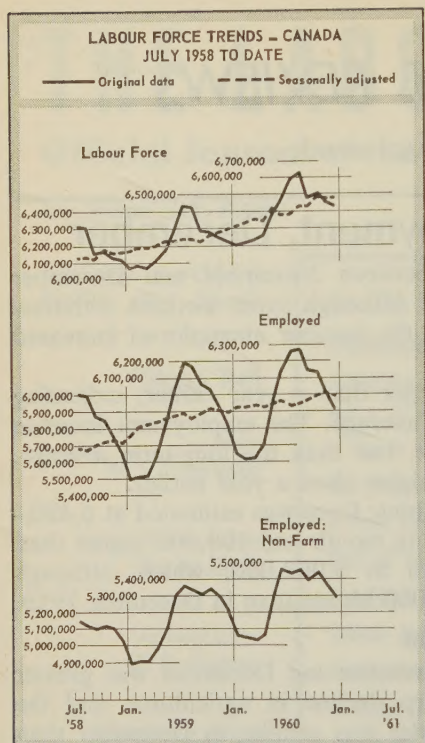
Employment was estimated at 5,902,000 in December, 6,029,000 in November and 5,825,000 in December 1959. The number of men employed was estimated at 4,246,000 in December, 4,385,000 in November and 4,293,000 in December 1959; for women the comparable numbers were 1,656,000; 1,644,000; and 1,532,000.

In the goods-producing industries, average employment in the fourth quarter was 61,000, or 2.2 per cent lower than a year earlier. The most significant declines were in construction, mining, and durable goods manufacturing. There was also a small decline in transportation and other utilities. As a result of continued rapid expansion in the service-producing industries, however, total employment was up about 1.5 per cent over the fourth quarter of 1959.

Employment declined in all regions from November to December, but the 1960 year-end total was higher than that at the end of 1959 in all regions except British Columbia, where it remained virtually unchanged.

Unemployment

Men accounted for all of the 99,000 increase in unemployment between November and December. The 528,000 unemployed included 39,000 on temporary layoff. Of the remaining 489,000 seeking work, 74 per cent had



professional occupations each accounted for 14 per cent of the total. (Additional detail on the occupational and industrial attachment of the unemployed is contained in the December issue of *The Labour Force*, a Dominion Bureau of Statistics publication.)

Regional Summaries

Employment in the **Atlantic** region declined seasonally between November and December; as usual, layoffs were heaviest in construction. Lesser declines occurred in manufacturing, agriculture, fishing and logging. The drop in manufacturing employment stemmed mainly from the seasonal reduction in activity in fish processing plants. A few small layoffs took place in iron and steel products but there were offsetting increases in employment in other parts of heavy manufacturing.

At 509,000, employment in the region was 21,000 lower than in November but 22,000 higher than in December 1959. Unemployment in the region was estimated at 69,000, an increase of 16,000 from November and of 13,000 from December 1959.

Non-farm employment in the region in December was an estimated 21,000 higher than in December 1959. The improvement in non-farm employment over the year was mainly the result of expansion in service-producing industries. Employment in manufacturing showed no appreciable change over the year, and construction employment was considerably lower, largely because of a slowdown in housebuilding.

The increase in unemployment between November and December was about normal for the season, although the level in December was considerably higher than a year earlier. Unemployment amounted to 11.9 per cent of the labour force compared with 10.3 per cent in December 1959.

been unemployed for three months or less, 15 per cent for four to six months, and 11 per cent for seven months or more.

Unemployment in December was 8.2 per cent of the labour force, compared with 6.6 per cent the preceding month, 6.5 per cent a year earlier and 7.6 per cent in December 1958.

In the fourth quarter, 16 per cent of all construction workers and about 20 per cent of all labourers were unemployed. The proportion of transportation workers unemployed was also above the national average. Unemployment rates were close to the national average in the remaining occupation groups, except for the office and professional group, which had a substantially lower than average rate.

Of the total unemployed in the fourth quarter, about one fifth had been labourers, and 17 per cent had been in manufacturing and mechanical occupations. Construction and office and professional occupations each accounted for 14 per cent of the total. (Additional

Employment in the **Quebec** region declined seasonally between November and December. Most of the decline occurred in the non-farm industries and mainly in outdoor occupations. Wood-cutting operations were reduced in most areas and log-hauling was not yet fully under way. The end of the navigation season resulted in a drop in employment in transportation. Construction decreased seasonally but was sustained in many areas by an increasing volume of residential, municipal and institutional building. Activity in textiles and in other consumer goods industries increased seasonally but in other parts of manufacturing it dropped off.

Employment was estimated at 1,622,000 at mid-December. This compares with 1,664,000 in November and 1,604,000 in December 1959. The estimate of agricultural employment was 122,000; of non-agricultural employment, 1,500,000. Non-agricultural employment increased by almost 2 per cent over the year, largely as a result of continuing increases in the service-producing industries. In addition, employment derived considerable support from new municipal works as many municipalities this year availed themselves of the opportunities offered by the Municipal Winter Works Incentive Program. Total manufacturing employment remained below last year's level and, as in the previous month, iron and steel products were mainly responsible for the decline. In the textile industry, employment remained relatively stable at a level somewhat below that of last year.

Unemployment was estimated at 183,000 at mid-December, compared with 143,000 in both the preceding month and in December 1959. Unemployment in the region in December rose to 10.1 per cent of the labour force, compared with 8.2 per cent a year earlier.

A greater-than-seasonal decline of 35,000 brought the December estimate of employment in the **Ontario** region to 2,222,000. All of the decrease occurred among men, most heavily in agriculture, in iron and steel plants, and among construction workers in those areas affected by the winter weather. During the month most seasonal workers in canning plants were laid off as the processing of most fruits and vegetables was completed. There were further employment reductions in shipyards and among manufacturers of heavy electrical goods. Rehiring continued in the automobile plants and the aircraft manufacturing industry, and employment in the textile industry showed some improvement. Employment in mining, with the exception of iron ore mining, and in paper mills remained stable.

The mid-December estimate of employment in the region, 2,222,000, compares with the estimated 2,257,000 in November and 2,199,000 in December 1959. The year-to-year rise in employment of 23,000 took place entirely in non-farm activities. Employment of men decreased substantially over the year while the number of women employed was increasing by 47,000. Employment declined over the year in industries that employ mostly men—iron and steel, machinery manufacturing, agricultural implements, and housing construction—but in the service industry, employing a high proportion of women, it continued to expand.

Unemployment at mid-December was estimated at 153,000; this compares with an estimated 127,000 in November and 111,000 in December 1959. Unemployment increased over the month to 6.4 per cent of the labour force; a year earlier it was 4.8 per cent.

In the **Prairie** region, employment declined seasonally from November to December. Favourable weather reduced the demand for help on livestock farms, and other farmers released men on completion of after-harvest clean-up work.

In non-farm industries, seasonal layoffs continued in construction and forestry. A number of canneries and sugar factories completed production runs. In the iron and steel industry, labour requirements rose on termination of a labour dispute and the beginning of production of pipe for the gas pipeline projects in the western part of the region. Textile and garment plants were generally busy, but meat packing and flour milling showed some slackness.

Construction and agriculture recorded some year-to-year employment declines, but these and a smaller decline in transportation were offset by increases in public utilities and services, bringing total employment 1.2 per cent above the December 1959 level. Employment at mid-December was estimated at 1,032,000, compared with 1,052,000 in November and 1,020,000 in December 1959. In non-farm industries there was a 2.5-per-cent gain over the year, from an estimated 767,000 to 786,000. The year-to-year decline in agriculture was from an estimated 253,000 to 246,000.

Unemployment increased seasonally, from an estimated 49,000 in November to 60,000 at mid-December; this was 5.5 per cent of the labour force. In December 1959, unemployment was estimated at 50,000 or 4.7 per cent of the labour force.

In the **Pacific** region employment declined seasonally between November and December, from an estimated 526,000 to 517,000; in December 1959 employment was estimated at 515,000. All of the decline in the month occurred in non-agricultural industries, the heaviest reductions being in construction, logging and sawmilling. Scattered layoffs in garment plants, and seasonal shutdowns of canneries and other food processing plants contributed to the reduction in manufacturing employment. Fishermen were released as salmon fishing ended; herring and cod fishing continued. Shipyards rehired some men, and employment in mining, smelting and transportation remained steady.

Agricultural employment remained unchanged, at an estimated 29,000; dairy farming provided the main activity. Employment in most non-farm industries was lower than a year earlier; non-agricultural employment in the region declined from an estimated 496,000 to 488,000. Chief declines were in construction, forestry, and most manufacturing industries. More workers were employed in pulp and paper than a year ago, and the number in smelting, mining and services remained about the same.

Unemployment went up seasonally, from 57,000 in November to 63,000 in December—10.9 per cent of the labour force. In December 1959 it was 6.6 per cent of the labour force.

LABOUR MARKET CONDITIONS

| Labour Market Areas | Labour Surplus | | | | Approximate Balance | |
|-------------------------|----------------|---------------|---------------|---------------|---------------------|---------------|
| | 1 | | 2 | | 3 | |
| | December 1960 | December 1959 | December 1960 | December 1959 | December 1960 | December 1959 |
| Metropolitan..... | 9 | 4 | 3 | 8 | — | — |
| Major Industrial..... | 17 | 12 | 9 | 13 | — | 1 |
| Major Agricultural..... | 6 | 6 | 8 | 8 | — | — |
| Minor..... | 34 | 28 | 22 | 28 | 2 | 2 |
| Total..... | 66 | 50 | 42 | 57 | 2 | 3 |

CLASSIFICATION OF LABOUR MARKET AREAS—DECEMBER 1960

| | SUBSTANTIAL LABOUR SURPLUS | MODERATE LABOUR SURPLUS | APPROXIMATE BALANCE | LABOUR SHORTAGE |
|--|---|--|------------------------|--------------------|
| | Group 1 | Group 2 | Group 3 | Group 4 |
| METROPOLITAN AREAS (labour force 75,000 or more) | CALGARY ← EDMONTON ← HAMILTON ← MONTREAL ← QUEBEC-LEVIS ← St. John's Vancouver-New Westminster Windsor WINNIPEG ← | Halifax OTTAWA-HULL ← Toronto | | |
| MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity) | BRANTFORD ← CORNER BROOK ← Cornwall FARNHAM- GRANBY ← FT. WILLIAM- PT. ARTHUR ← Joliette LAC ST. JEAN MONCTON ← NEW GLASGOW ← NIAGARA PENINSULA ← PETER- BOROUGH ← ROUYN- VAL D'OR ← SARNIA ← SHAWINIGAN ← SHERBROOKE ← SYDNEY ← TROIS RIVIERES ← | Guelph Kingston Kitchener London Oshawa Saint John SUDBURY ← Timmins- Kirkland Lake Victoria | | |
| MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural) | BARRIE ← CHARLOTTE- TOWN ← PRINCE ALBERT ← RIVIERE DU LOUP ← THETFORD- MEGANTIC- ST. GEORGES ← YORKTON ← | BRANDON ← Chatham Lethbridge MOOSE JAW ← NORTH BATTLEFORD ← Red Deer REGINA ← Saskatoon | | |
| MINOR AREAS (labour force 10,000-25,000) | BATHURST ← BEAUHARNOIS ← BRACEBRIDGE ← BRIDGEWATER ← Campbellton CHILLIWACK ← CRANBROOK ← DAUPHIN ← DRUMMOND- VILLE ← EDMUNDSTON ← CASPE ← GRAND FALLS ← KENTVILLE ← MONTMAGNY ← NEWCASTLE ← NORTH BAY ← Okanagan Valley OWEN SOUND ← PEMBROKE ← PORTAGE LA PRAIRIE ← Prince George PRINCE RUPERT ← QUEBEC NORTH SHORE ← RIMOUSKI ← Ste. Agathe- St. Jerome St. Stephen SAULT STE. MARIE ← SOREL ← | Belleville-Trenton Brampton Central Vancouver Island Dawson Creek Fredericton Galt Goderich Kamloops Lachute-Sté Therese Lindsay LISTOWEL ← Medicine Hat St. Hyacinthe St. Jean St. Thomas Simcoe STRATFORD ← SWIFT CURRENT ← Trail-Nelson Walkerton Weyburn Woodstock-Tillsonburg Group 1 Concluded SUMMERSIDE ← TRURO ← VALLEYFIELD ← Victoriaville WOODSTOCK, N. B. ← YARMOUTH ← | Drumheller Kitimat | |

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 983, September 1960, issue.

Current Labour Statistics

(Latest available statistics as of January 12, 1961)

| Principal Items | Date | Amount | Percentage Change From | |
|---|------------|---------|---------------------------|------------------|
| | | | Previous Month | Previous Year |
| <i>Manpower</i> | | | | |
| Total civilian labour force (a) . . . (in thousands) | Dec. 10 | 6,430 | - 0.4 | + 3.2 |
| Employed (in thousands) | Dec. 10 | 5,902 | - 2.1 | + 1.3 |
| Agriculture (in thousands) | Dec. 10 | 610 | - 6.0 | - 1.3 |
| Non-agriculture (in thousands) | Dec. 10 | 5,292 | - 1.6 | + 1.6 |
| Paid workers (in thousands) | Dec. 10 | 4,830 | - 1.9 | + 2.1 |
| At work 35 hours or more . . . (in thousands) | Dec. 10 | N.A. | N.A. | N.A. |
| At work less than 35 hours . . (in thousands) | Dec. 10 | N.A. | N.A. | N.A. |
| Employed but not at work . . (in thousands) | Dec. 10 | N.A. | N.A. | N.A. |
| Unemployed (in thousands) | Dec. 10 | 528 | +23.1 | +30.0 |
| Atlantic (in thousands) | Dec. 10 | 69 | +30.2 | +23.2 |
| Quebec (in thousands) | Dec. 10 | 183 | +28.0 | +28.0 |
| Ontario (in thousands) | Dec. 10 | 153 | +20.5 | +37.8 |
| Prairie (in thousands) | Dec. 10 | 60 | +22.4 | +20.0 |
| Pacific (in thousands) | Dec. 10 | 63 | +10.5 | +37.0 |
| Without work and seeking work (in thousands) | Dec. 10 | 489 | +21.9 | +32.2 |
| On temporary layoff up to 30 days (in thousands) | Dec. 10 | 39 | +39.3 | + 8.3 |
| Industrial employment (1949=100) | October | 121.4 | - 1.4 | - 2.4 |
| Manufacturing employment (1949=100) | October | 109.6 | - 1.8 | - 3.8 |
| Immigration | 1st 9 mos. | 83,843 | — | - 1.8 |
| Destined to the labour force | 1st 9 mos. | 44,322 | — | + 0.9 |
| <i>Strikes and Lockouts</i> | | | | |
| Strikes and lockouts | December | 29 | -50.0 | +31.8 |
| No. of workers involved | December | 1,890 | -65.6 | -50.7 |
| Duration in man days | December | 30,280 | -43.1 | -46.0 |
| <i>Earnings and Income</i> | | | | |
| Average weekly wages and salaries (ind. comp.) | October | \$76.65 | + 0.1 | + 2.7 |
| Average hourly earnings (mfg.) | October | \$ 1.78 | + 0.6 | + 2.3 |
| Average hours worked per week (mfg.) | October | 40.7 | - 0.5 | - 1.5 |
| Average weekly wages (mfg.) | October | \$72.62 | + 0.3 | + 1.3 |
| Consumer price index (1949=100) | December | 129.6 | 0.0 | + 1.3 |
| Index numbers of weekly wages in 1949 dollars (1949=100) | October | 134.2 | + 0.1 | + 0.2 |
| Total labour income \$000,000 | October | 1,584 | - 1.3 | + 2.5 |
| <i>Industrial Production</i> | | | | |
| Total (average 1949=100) | November | 171.8 | - 0.2 | + 0.2 |
| Manufacturing | November | 153.4 | - 1.2 | + 0.3 |
| Durables | November | 144.7 | - 1.3 | - 2.4 |
| Non-durables | November | 160.8 | - 1.2 | + 2.4 |

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force* a monthly publication of the Dominion Bureau of Statistics. See also page 983 September 1960 issue.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

As 1960 drew to a close, negotiations were in progress for the renewal of more than 100 major collective agreements, 15 of which were settled during December. These settlements provided wage increases and improved fringe benefits for more than 16,000 workers across Canada. The most significant of the 85 major agreements that remained unsettled at the end of the year was the one between the non-operating unions and the railways, affecting approximately 111,000 workers. There are 50 major agreements that terminate during the first three months of 1961; negotiations for renewal of 10 of these had begun by the end of December.

Included among the major agreements in negotiation at the end of the year were those covering about 7,000 Maritime coal miners represented by the **United Mine Workers of America**. The miners have been operating under the terms of old agreements that terminated in December 1959 and were extended on a month-to-month basis; the latest extension was to January 31, 1961. The protracted negotiations were conducted at a time when the coal industry was in a depressed economic state that forced substantial production cutbacks at some of the mines while others faced the possibility of closure. In the light of this general economic background, **Dominion Coal & Steel Company** offered a new agreement that improved some of the work rules and fringe benefits but left the existing wage rates unchanged. The offer, made last September, was accepted by the union negotiators but was rejected by the membership in a referendum vote. In December, the Company reportedly withdrew its offer, leaving the parties with the prospect of a new round of bargaining for the coming year.

The first agreement to be signed between the **St. Lawrence Seaway Authority** and its 1,000 operating and maintenance employees, represented by the **Canadian Brotherhood of Railway, Transport and General Workers**, terminated on December 31, 1960. Negotiations for renewal were initiated at Seaway headquarters at the beginning of the month and a number of meetings were held before talks were postponed until early in January. The union reportedly asked for a general pay increase of 5 per cent plus 7 cents an hour spread over three years. They also proposed that regional wage rates and fringe benefits be raised to the level of those at the Welland Canal, where the basic rate is \$1.80 an hour compared with \$1.60 an hour in Montreal. The Seaway Authority countered with an offer of a three-year agreement that would provide a 2-per-cent increase effective on January 1 in each of the three years.

As the year came to a close, a conciliation officer was appointed to help bring about a settlement in the negotiations between the **Tobacco Workers' International Union** and the six factories of the **Imperial Tobacco Company**, four in Quebec and two in Ontario. One of the key issues in the discussions was a union demand for a 35-hour week instead of the current 40 hours. The demand for the shorter work week was related to the introduction of automated processes in a number of the Company's factories. Other demands included a 15-cent-an-hour pay increase, 14 paid holidays instead of the current 12, three weeks vacation after 10 years of service instead of after

15 years, four weeks vacation after 20 years instead of after 25, and a new provision for five weeks vacation after 25 years of service.

Technological change was an issue in the collective bargaining taking place in the woods operations in Northern Ontario's pulp and paper industry. Opening up and operating camps in remote woodlands far from rail transportation and mill sites has proved to be expensive. Combined with the additional costly process of recruiting and keeping labour, the companies have recently introduced measures to increase mechanization. In less than five years the extensive use of machinery has reduced the labour content in the removal of a cord of wood from the forest from 1.6 man days to roughly 0.6 man days. To combat the resultant unemployment, the **Lumber and Sawmill Workers Union**, a branch of the United Brotherhood of Carpenters and Joiners, asked for a reduction in the 48-hour week to 40 hours in the negotiations with **Abitibi Power and Paper**. In mid-January it was reported that an agreement was reached with the aid of a conciliation board. The work week was reduced to 44 hours and the wages were increased by 23 cents an hour for hourly paid employees and 5 per cent for piece workers. Other improvements included one more paid statutory holiday for a total of seven, and an increase of 50 cents to a total of \$2 a month in the company's contribution to the medical-surgical plan. Collective bargaining continued with the other major pulp and paper companies for new agreements to cover the 13,000 woods workers employed by the various firms involved.

The extension of the existing health and welfare plan to provide more comprehensive coverage was one of the key items proposed by the **United Rubber Workers** in opening negotiations for renewal of the collective agreement with **Firestone Tire & Rubber** in Hamilton, Ontario. According to press reports, the union asked that the present PSI coverage, which is completely company-paid, be extended to include the cost of chiropractors, chiroprodists, osteopaths, oral surgeons and dentists, and the costs of prescriptions for employees and their dependents.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During January, February and March

(except those under negotiation in December, 1960)

| Company and Location | Union |
|---|---|
| Acme, Borden's & other dairies, Toronto, Ont. | Teamsters (Ind.) |
| Association Patronale du Commerce, (Hardware), Quebec, Que. | Commerce Empl. Federation (CNTU) |
| Atomic Energy of Can., Chalk River, Ont. | Atomic Energy Allied Council (AFL-CIO/CLC) |
| Auto dealers (various), Vancouver, B.C. | Machinists (AFL-CIO/CLC) |
| B.A. Oil, Clarkson, Ont. | Oil Wkrs. (AFL-CIO/CLC) |
| Beatty Bros., Fergus, Ont. | Steelworkers (AFL-CIO/CLC) |
| C.B.C., company-wide | Radio & T.V. Empl. (ARTEC) (Ind.) |
| C.N.R. Atlantic & Central regions | Locomotive Firemen & Enginemen (AFL-CIO/ CLC) |
| C.N.R. Prairie & Pacific regions | Locomotive Firemen & Enginemen (AFL-CIO/ CLC) |
| C.P.R. Prairie & Pacific regions | Locomotive Engineers (Ind.) |
| C.P.R. Prairie & Pacific regions | Trainmen (AFL-CIO/CLC) |
| Cdn. Vickers (Engineering Div.) Montreal, Que. | Boilermakers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) & others |
| Cdn. Westinghouse, Hamilton, Ont. | U.E. (Ind.) |
| Collingwood Shipyards, Collingwood, Ont. | CLC-chartered local |
| Dom. Engineering Works, Lachine, Ont. | Machinists (AFL-CIO/CLC) |
| Dominion Glass, Wallaceburg, Ont. | Glass & Ceramic Wkrs. (AFL-CIO/CLC) |

Company and Location

Union

| | |
|--|---|
| DuPont of Can., Kingston, Ont. | Mine Wkrs. (Ind.) |
| Employing Printers' Assoc., Montreal, Que. | Bookbinders (AFL-CIO/CLC) |
| Employing Printers' Assoc., Montreal, Que. | Printing Pressmen (AFL-CIO/CLC) |
| Fairey Aviation, Eastern Passage, N.S. | Machinists (AFL-CIO/CLC) |
| Goodyear Tire & Rubber, New Toronto, Ont. | Rubber Wkrs. (AFL-CIO/CLC) |
| Halifax City, N.S. | Public Empl. (CLC) (inside wkrs.) |
| Hamilton City, Ont. | Public Empl. (CLC) (office wkrs.) |
| Hamilton City, Ont. | Public Service Empl. (CLC) (outside wkrs.) |
| Hamilton General Hospital, Hamilton, Ont. | Public Empl. (CLC) |
| Hammermill Paper, Matane, Que. | Carpenters (AFL-CIO/CLC) |
| H. J. Heinz, Leamington, Ont. | Packinghouse Wkrs. (AFL-CIO/CLC) |
| Hollinger Mines, Timmins, Ont. | Steelworkers (AFL-CIO/CLC) |
| Walter M. Lowney, Montreal, Que. | Bakery Wkrs. (CLC) |
| McIntyre Porcupine Mines, Schumaker, Ont. | Steelworkers (AFL-CIO/CLC) |
| Moirs Limited, Halifax, N.S. | Teamsters (Ind.) & Bakery Wkrs. (CLC) |
| New Brunswick Power Commission, province-wide | I.B.E.W. (AFL-CIO/CLC) |
| Northern Electric, Belleville, Ont. | Empl. Assoc. (Ind.) (plant wkrs.) |
| Northern Electric, Montreal, Que. | Empl. Assoc. (Ind.) (phone installers) |
| Northern Electric, Montreal, Que. | Empl. Assoc. (Ind.) (plant wkrs.) |
| Northern Electric, Montreal, Que. | Office Empl. Assoc. (Ind.) |
| Province of Saskatchewan | Sask. Civil Service (CLC) (labour services) |
| R.C.A. Victor, Montreal, Que. | I.U.E. (AFL-CIO/CLC) |
| St. Boniface General Hospital, St. Boniface, Man. | Empl. Union of Hospital Inst. (Ind.) |
| Scarborough Township, Ont. | Public Empl. (CLC) (outside wkrs.) |
| Silverwood Dairies, Toronto, Ont. | Retail, Wholesale Empl. (AFL-CIO/CLC) |
| T.C.A., company-wide | Air Line Pilots (Ind.) |
| Vancouver City, B.C. | Fire Fighters (AFL-CIO/CLC) |
| Vancouver Police Commissioners Bd., B.C. | B.C. Peace Officers (CLC) |
| Winnipeg City, Man. | Public Service Empl. (CLC) |

Part II—Negotiations in Progress During December, 1960

Bargaining

| | |
|---|--|
| Aluminum Co., Kingston, Ont. | Steelworkers (AFL-CIO/CLC) |
| Assoc. des Marchands Détaillants (Produits Alimentaires), Quebec, Que. | Commerce Empl. Federation (CNTU) |
| Babcock-Wilcox & Goldie-McCulloch, Galt, Ont. | National Council of Cdn. Labour (Ind.) |
| Calgary City, Alta. | Public Empl. (CLC) (clerical empl.) |
| Calgary City, Alta. | Public Empl. (CLC) (outside wkrs.) |
| Calgary Power, Calgary, Alta. | Empl. Assoc. (Ind.) |
| Canadian Vickers, Montreal, Que. | Metal Trades' Federation (CNTU) |
| Cdn. Steamship Lines, Ont. & Que. | Railway Clerks (AFL-CIO/CLC) |
| C.B.C., company-wide | Broadcast Empl. (AFL-CIO/CLC) |
| Cdn. General Electric, Toronto, Peterborough & Guelph, Ont. | U.E. (Ind.) |
| C.I.L. (Ammunition Div.), Brownsburg, Que. | Mine Wkrs. (Ind.) |
| Cdn. Lithographers Assoc., eastern Canada | Lithographers (CLC) |
| Cdn. Tube & Steel, Montreal, Que. | Steelworkers (AFL-CIO/CLC) |
| C.P.R., Atlantic & Central regions | Locomotive Engineers (Ind.) |
| C.P.R., company-wide | Trainmen (AFL-CIO/CLC) (dining car staff) |
| Davie Shipbuilding, Lauzon, Que. | Metal Trades' Federation (CNTU) |
| G. T. Davie & Sons, Lauzon, Que. | Metal Trades' Federation (CNTU) |
| Dominion Coal, Sydney, N.S. | Mine Wkrs. (Ind.) |
| Dom. Rubber (Rubber Div.) St. Jerome, Que. | CLC-chartered local |
| Dosco Fabrication Divs., Trenton, N.S. | Steelworkers (AFL-CIO/CLC) |
| Dryden Paper, Dryden, Ont. | Carpenters (AFL-CIO/CLC) |
| Dupuis Freres, Montreal, Que. | Commerce Empl. Federation (CNTU) |
| Edmonton City, Alta. | I.B.E.W. (AFL-CIO/CLC) |
| Edmonton City, Alta. | Public Empl. (CLC) (clerical empl.) |
| Edmonton City, Alta. | Public Empl. (CLC) (outside wkrs.) |
| Firestone Tire & Rubber, Hamilton, Ont. | Rubber Wkrs. (AFL-CIO/CLC) |
| Food stores (various), Winnipeg, Man. | Retail Clerks (AFL-CIO/CLC) |
| Hopital Hotel-Dieu, Montreal, Que. | Service Empl. Federation (CNTU) |
| Hospitals (six), Montreal & District, Que. | Service Empl. Federation (CNTU) |
| Lakehead Term. Elevators Assoc., Fort William, Ont. | Railway Clerks (AFL-CIO/CLC) |
| Marine Industries, Sorel, Que. | Metal Trades' Federation (CNTU) |
| Miner Rubber, Granby, Que. | Rubber Wkrs. (AFL-CIO/CLC) |
| Montreal City, Que. | CNTU chartered local (office wkrs.) |
| Montreal City, Que. | Fire Fighters (AFL-CIO/CLC) |
| Montreal City, Que. | Public Service Empl. (CLC) (manual wkrs.) |
| Old Sydney Collieries, Sydney Mines, N.S. | Mine Wkrs. (Ind.) |
| Prov. Hospitals, Weyburn, North Battleford, Moose Jaw, Sask. | Public Service Empl. (CLC) & CLC-chartered local |
| Quebec City, Que. | Municipal & School Empl. (Ind.) (inside wkrs.) |

| Company and Location | Union |
|---|---|
| Que. North Shore Paper, Baie Comeau, Franklin, Shelter Bay, Que. | Carpenters (AFL-CIO/CLC) |
| Rock City Tobacco, Quebec, Que. | Tobacco Wkrs. (AFL-CIO/CLC) |
| Saguenay Terminals, Port Alfred, Que. | Metal Trades' Federation (CNTU) |
| Sask. Govt. Telephone, province-wide | Communications Wkrs. (AFL-CIO/CLC) |
| St. Lawrence Seaway Authority | Railway, Transport & General Wkrs. (CLC) |
| Shipping Federation of Can., Halifax, N.S., Saint John, N.B., Quebec, Montreal, Three Rivers, Que. | I.L.A. (CLC) |
| Singer Mfg., St. Jean, Que. | Steelworkers (AFL-CIO/CLC) |
| Toronto General Hospital, Toronto, Ont. | Building Service Empl. (AFL-CIO/CLC) |
| Toronto Telegram, Toronto, Ont. | Newspaper Guild (AFL-CIO/CLC) |
| Toronto Western Hospital, Toronto, Ont. | Building Service Empl. (AFL-CIO/CLC) |
| Vancouver City, B.C. | Public Empl. (CLC) (inside wkrs.) |
| Vancouver City, B.C. | Civic Empl. (Ind.) (outside wkrs.) |
| Winnipeg City, Man. | Fire Fighters (AFL-CIO/CLC) |
| Conciliation Officer | |
| Aluminum Co., Shawinigan, Que. | Metal Trades' Federation (CNTU) |
| Association Patronale des Mfrs. de Chaussures, Quebec, Que. | Leather & Shoe Wkrs. Federation (CNTU) |
| B.C. Hotels Assoc., New Westminster, Burnaby, Fraser Valley, B.C. | Hotel Empl. (AFL-CIO/CLC) |
| B.C. Hotels Assoc., Vancouver, B.C. | Hotel Empl. (AFL-CIO/CLC) (beverage dispensers) |
| Cdn. Car & Foundry, Montreal, Que. | Railway Carmen (AFL-CIO/CLC) |
| Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. | Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) |
| Consolidated Paper, Ste. Anne de Portneuf, Que. | Pulp & Paper Wkrs. Federation (CNTU) |
| Dryden Paper, Dryden, Ont. | Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) |
| Eastern Can. Stevedoring, Halifax, N.S. | Railway Clerks (AFL-CIO/CLC) |
| Fittings Limited, Oshawa, Ont. | Steelworkers (AFL-CIO/CLC) |
| Goodyear Cotton, St. Hyacinthe, Que. | Textile Federation (CNTU) |
| Great Lakes Paper, Ft. William, Ont. | Carpenters (AFL-CIO/CLC) |
| Hotel Royal York (CPR) Toronto, Ont. | Hotel Empl. (AFL-CIO/CLC) |
| Imperial Tobacco & subsidiaries, Ont. & Que. | Tobacco Wkrs. (AFL-CIO/CLC) |
| Marathon Corp., Port Arthur, Ont. | Carpenters (AFL-CIO/CLC) |
| Outboard Marine, Peterborough, Ont. | Steelworkers (AFL-CIO/CLC) |
| Page-Hersey Tubes, Welland, Ont. | U.E. (Ind.) |
| Rowntree Co., Toronto, Ont. | Retail, Wholesale Empl. (AFL-CIO/CLC) |
| St. Lawrence Corp., Nipigon, Ont. | Carpenters (AFL-CIO/CLC) |
| Shipbuilders (various), Vancouver & Victoria, B.C. | Shipyards Wkrs. (CLC) |
| Shipbuilders (various), Vancouver & Victoria, B.C. | Various unions |
| Conciliation Board | |
| Abitibi Power & Paper, Port Arthur, Ont. | Carpenters (AFL-CIO/CLC) |
| Aluminum Co., Arvida, Que. | Metal Trades' Federation (CNTU) |
| Aluminum Co., Ile Maligne, Que. | Metal Trades' Federation (CNTU) |
| Canada Paper, Windsor Mills, Que. | Pulp & Paper Wkrs. Federation (CNTU) |
| Cdn. British Aluminum, Baie Comeau, Que. | Metal Trades' Federation (CNTU) |
| Canadian Car, Fort William, Ont. | Auto Wkrs. (AFL-CIO/CLC) |
| Dom. Oilcloth & Linoleum, Montreal, Que. | CNTU-chartered local |
| Halifax Shipyards (Dasco), Halifax & Dartmouth, N.S. | Marine Wkrs. (CLC) |
| K.V.P. Company, Espanola, Ont. | Carpenters (AFL-CIO/CLC) |
| Kimberley-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont. | Carpenters (AFL-CIO/CLC) |
| St. Lawrence Corp., East Angus, Que. | Pulp & Paper Wkrs. Federation (CNTU) |
| T.C.A. company-wide | Air Line Flight Attendants (CLC) |
| Post-Conciliation Bargaining | |
| C.B.C., company-wide | Moving Picture Machine Operators (AFL-CIO/CLC) |
| C.N.R., C.P.R., other railways | 15 unions (non-operating empl.) |
| Hotel Mount Royal, Montreal, Que. | Hotel Empl. (AFL-CIO/CLC) |
| Northern Interior Lumbermen's Assoc., B.C. | Woodworkers (AFL-CIO/CLC) |
| Arbitration | |
| Quebec City, Que. | Municipal & School Empl. (Ind.) (outside wkrs.) |
| Work Stoppage | |
| (no cases during December, 1960) | |

Part III—Settlements Reached During December 1960

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

ASSOC. FUR INDUSTRIES, TORONTO, ONT.—BUTCHER WORKMEN (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—minimum rate for all categories to be increased by \$6 a wk.; work wk. to be reduced from 40 hrs. to 38½ hrs. in 1961, to 37 hrs. in 1962 and to 36 hrs. in 1963; take home pay will not be affected by the decreased work wk.

BATHURST POWER AND PAPER, BATHURST, N.B.—PAPERMAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC) AND OTHERS: 2-yr. agreement covering 800 empl.—wage increases ranging from 11¢ to 15¢ an hr. during the first yr. and 9¢ to 12¢ an hr. in the second yr.; the plant will operate for 8 Sundays during the first yr. and 17 additional Sundays during the second yr. of the agreement.

CANADAIR, ST. LAURENT, QUE.—MACHINISTS (AFL-CIO/CLC): 2-yr. agreement covering 6,300 empl.—2% increase retroactive to Oct. 1, 1960, plus an additional 3% increase eff. Oct. 1, 1961; after the second increase the new rate for labourers will be \$1.74 an hr.; 3 wks. vacation after 10 yrs. of service (previously 3 wks. after 12 yrs.); 4 wks. vacation after 25 yrs. of service (previously no provision for 4 wks. vacation).

CDN. WESTINGHOUSE, THREE RIVERS, QUE.—I.B.E.W. (AFL-CIO/CLC): 3-yr. agreement covering 550 empl.—reduction of work wk. from 45 to 42½ hrs. with the same take home pay, eff. Dec. 5, 1960; increases of 2¢ an hr. for female wkrs. and 4¢ for male wkrs. eff. in the mid-term of the agreement; 3 wks. vacation after 15 yrs. of service (previously no provision for 3 wk. vacation); the introduction of a new job evaluation plan.

CONSOLIDATED PAPER, SHAWINIGAN, QUE.—PAPERMAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—11¢-an-hr. increase on base rates retroactive to May 1, 1960, an additional 4¢-an-hr. eff. Nov. 1, 1960; proportional increases for higher classifications; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs.); 1 additional non-scheduled holiday with pay; provisions for bereavement leave introduced into the agreement.

CROWN ZELLERBACH, RICHMOND, B.C.—PULP AND PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—4% general increase eff. Nov. 1, 1960 with a minimum of 8¢ an hr. on all rates; increase of 3¢ per hr. in the differential for the graveyard shift.

DOMINION CORSET, QUEBEC, QUE.—EMPL. ASSOC. (IND.): 3-yr. agreement covering 800 empl.—increases ranging from \$3 to \$5 per wk. for male tradesmen; basic rate for piece work empl. increased by 8¢ an hr.; work wk. reduced from 42½ hrs. to 41½ hrs. during first two yrs. of agreement and a further reduction to 40 hrs. for the third yr.; 2 wks. vacation after 4 yrs. of service (previously 2 wks. after 5 yrs.); after 5 yrs. of service piece rate empl. will receive paid statutory holidays; the agreement includes a provision for closed shop.

FRASER CO'S., EDMUNDSTON, N.B.—PULP AND PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 550 empl.—wage increases ranging from 12¢ to 16¢ an hr. making the new base rate \$1.90 per hr.; 3 wks. vacation after 10 yrs. of service eff. June 1, 1961 (previously 3 wks. vacation after 15 yrs.); an additional 8 hrs. holiday pay for Christmas shutdown; 3 days bereavement leave under certain conditions.

LEVER BROS., TORONTO, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): 28-mo agreement covering 500 empl.—wage increases ranging from 5½¢ to 11½¢ an hr. retroactive to Nov. 20, 1960; additional increases ranging from 4¢ to 9¢ an hr. eff. Nov. 1, 1961; changes in the medical plan provisions.

MARITIME TEL. & TEL. & EASTERN ELECTRIC, COMPANY-WIDE—I.B.E.W. (AFL-CIO/CLC), (PLANT EMPL.): 1-yr. agreement covering 500 empl.—wage increases ranging from \$2.25 per wk. to \$7.50 per wk.; 4 wks vacation after 35 yrs. of service (formerly no provision for 4 wks. vacation).

MARITIME TEL. & TEL. COMPANY-WIDE,—I.B.E.W. (AFL-CIO/CLC), (TRAFFIC EMPL.): 1-yr. agreement covering 725 empl.—increases ranging from \$2.25 per wk. to \$5.50 per wk.; 4 wks. vacation after 35 yrs. of service (formerly no provision for 4 wks. vacation).

MOLSON'S BREWERY, MONTREAL, QUE.—EMPL. ASSOC. (IND.): 3-yr. agreement covering 1,000 empl.—minimum wages increased from \$88 a wk. to \$92 a wk. and the maximum rate increased from \$107 a wk. to \$111 a wk.; improved vacation allowance; provision made for re-opener.

NORTHWESTERN UTILITIES, EDMONTON, ALTA.—EMPL. ASSOC. (IND.): 1-yr. agreement covering 500 empl.—increases in shift differentials; revision of the merit pay formula; all other terms of the previous agreement remain unchanged.

WABASSO COTTON, THREE RIVERS, SHAWINIGAN & GRAND'MERE, QUE.—UNITED TEXTILE WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 1,900 empl.—3¢-an-hr. increase retroactive to June 3, 1960; a further 4¢-an-hr. increase eff. June 1, 1961 and another 5¢ June 1, 1962; improved provision for annual paid vacations; 1 additional paid statutory holiday; time and one-half for Saturday work regardless of the number of hours worked during the wk.

WINNIPEG GENERAL HOSPITAL, WINNIPEG, MAN.—PUBLIC EMPL. (CLC): 30-mo. agreement covering 500 empl.—4% increase retroactive to July 1, 1960; an additional 4% eff. Apr. 1, 1961 and 2% eff. Jan. 1, 1962; orderlies to receive an additional increase ranging from \$10 to \$12 per mo.; 3 wks. vacation after 12 yrs. of service (formerly 3 wks. after 15 yrs.); 1 additional paid statutory holiday making a total of 10 per yr.

NOTES OF CURRENT INTEREST

Deputy Minister Arthur Brown Retires, Joins ILO

Arthur H. Brown, Deputy Minister of Labour since March 5, 1953, retired from the position on December 15, his 65th birthday. He had given the Department of Labour almost 18 years of service, and had been in government service for 31 years.

On February 1, Mr. Brown will take over the position of Director of the Canada Branch of the International Labour Office, Ottawa, succeeding Douglas M. Young.

Commenting on Mr. Brown's retirement, Hon. Michael Starr, Minister of Labour, said:

"With Mr. Brown's retirement, the government service is losing one of its ablest administrators. His contribution to government administration over a period of 31 years in Ottawa has been of the highest order stemming from a highly developed sense of integrity, a thorough knowledge of the complexities of government administration, and a deep-rooted consciousness of the responsibilities of the Civil Service in relation to the Government and the public.

"Through long association 'Art' Brown, as he was known far and wide, gained the confidence of public administrators, not only in Ottawa, but in all the provincial capitals. And through his extensive work in the International Labour Organization, he is well known and respected in many other parts of the world. He has been at all times a most loyal and able counsellor."

In 1929, Mr. Brown came to Ottawa to become Secretary-Treasurer and Legal Adviser to the Canadian Farm Loan Board.

From 1939 to 1942 he was a member of the Dependents' Allowance Board, Department of National Defence; he was Chairman of the Board in 1941. He also served during this period as a member of the Dependents' Board of Trustees, Department



of National Defence.

In January 1943 he became Chief Executive Officer and Legal Adviser of the Department of Labour, and on April 1, 1951 he was appointed Assistant Deputy Minister of Labour. Mr. Brown also served as Vice-Chairman of the War-time Labour Relations Board and at his retirement was Vice-Chairman of the Canada Labour Relations Board.

A member of the National Joint Council of the Public Service of Canada from its inception, he also served a term as Chairman of the Council.

Mr. Brown was Canadian Government representative on the Governing Body of the International Labour Organization from 1953 to 1956 inclusive, and was elected to serve as the Chairman of the Governing Body for the 1955-56 term. He also attended a number of International Labour Conferences at Geneva as leader of the Canadian Government delegation.

Of Irish-Scottish descent, Mr. Brown was born at Huntingdon, Que., a son of Rev. and Mrs. S. Brown, on December 15, 1895. He moved to Saskatchewan at an early age, after the death of his parents, to take up residence with an uncle, J. T. Brown, who was at one time Chief Justice of the Saskatchewan Court of Queen's Bench.

Mr. Brown received his primary education at Moosomin, Sask., and attended high school in Regina. He then went to Toronto University, where he attended Victoria College until his enlistment as a gunner in March 1915. He served in France with the Canadian Field Artillery.

Upon his discharge from the army in 1919, Mr. Brown was articled in law in Regina, where he took a three-year law course. After his admission to the Saskatchewan Bar in 1923, he practised law in that province until 1929.

Trade Minister Issues Review of 1960, Outlook for 1961

Employment in Canada increased, on average, by 100,000 persons, or 1.7 per cent, between 1959 and 1960, and real earnings, on a per capita basis, maintained the record level of 1959, Hon. George Hees, Minister of Trade and Commerce, said in a review of Canada's economy in 1960 and outlook for 1961.

During 1960 the gross national product established a new record, between 2 and 3 per cent above the level for the previous year; prices, on the average, were up slightly but the total output of Canada's economy is higher than ever before; and personal incomes, in total, have risen by 3 per cent, he said.

"While the year now ending has been one of notable achievement, there are no grounds for complacency," Mr. Hees added. "Although employment has increased, ways to achieve further expansion in job opportunities must be evolved."

Conditions of ample supply and intensified competition throughout the trading world have had a retarding effect upon the absorption of new productive resources, he explained.

Merchandise exports in the first 11 months of 1960 were 6.4 per cent higher than in the like period in 1959.

Imports into Canada remained at the 1959 level, and are now lower than four years ago. "Though still facing intensified competition from imports, Canadian manufacturers, as a group, have about held their own in the domestic market," the Minister said.

"Higher exports, together with an unchanged level of imports, have brought a substantial reduction in Canada's deficit on merchandise trade. This deficit amounts to \$116 million in the first 11 months of the current year, compared with \$410 million in the same 1959 period and \$730 million in 1956."

"A reflection of the strong forward momentum that underlies Canada's economic development" can be seen in the additional demand stimulus that has come from the continuing rise in public and institutional investment and further growth in consumer purchases.

"Expansion of business plant and equipment, while not placing additional demands upon the productive resources of the economy, has been proceeding on a major scale," said Mr. Hees.

The review stated that less housebuilding and a diminishing rate of inventory accumulation in the business community at large have been important influences limiting the

growth of over-all demand within the Canadian economy.

There are, however, a number of strong sustaining forces underlying demands within the Canadian economy: the recent upturn in housing starts foreshadows a firmer trend in housebuilding activity; public and institutional building is continuing to expand; capital spending by business in 1961, investment plans indicate, will hold close to the 1960 level; the sustained upward movement in personal income should give continuing support to the consumer market; and the liquidation of inventories now taking place in a number of industries will provide the basis for a strengthening in new orders.

These sustaining forces, he said, are being reinforced by the "special program to stimulate Canadian development" that is now before Parliament: new provisions of the National Housing Act; improved availability of mortgage funds; new impetus given to the Winter Works Program; guaranteed bank loans for small businesses; establishment of the Productivity Council; the recently announced taxation proposals.

"These and other measures will stimulate Canadian development and add to employment opportunities," the Minister asserted.

"Despite the possibility of temporary fluctuation in international commodity markets," Mr. Hees said, "Canada's position in world trade remains basically strong. Rising income and consumption levels in overseas countries, together with the widespread reduction in import restrictions, has opened up new opportunities for the sale of Canadian goods."

Vigorous action was being taken to see that these new market prospects are exploited in a practical way, he said, citing as an example the new credit facilities being made available to exporters of heavy goods to enable them to compete on better terms with foreign competitors.

The review notes that representatives of 1,268 Canadian firms held interviews with Canada's trade commissioners from 49 countries during an export trade promotion conference to explore all avenues leading to the attainment of a larger proportion of the world's markets for Canadian merchandise.

In concluding his review, Mr. Hees noted that many countries that until recently were markets for Canadian goods are now competitors. The products they offer are of high quality and reasonably priced.

"In order that Canada may maintain her present standard of living, and provide for full employment in her many industries,

it is essential that management and labour should reach an understanding that will enable us to produce the goods that are competitive in world markets.

"Not only must we preserve the quality of our goods, but the price must be right . . .

"I know I can count on management and labour in Canada to produce the goods that are competitive in both quality and price, and to maintain and expand our markets."

Construction in 1961 Seen Equal To Building Program of 1960

The construction industry of Canada will probably maintain in 1961 the \$7 billion building program established in 1960, it was predicted by Jack M. Soules, President of the Canadian Construction Association, in a year-end message.

The program will give direct employment to an average work force of some 580,000 Canadians, he said.

In making the prediction, Mr. Soules said it was still too early to assess the effect that the "baby budget" would have on the construction program.

He noted, however, that the Association is "very glad to see the introduction of the principle of incentives as a means of promoting business investment in construction and machinery, but there is some fear that the effect of accelerated depreciation will be offset by the measures designed to reduce the amount of U.S. investment in Canada. Moreover, the double capital cost allowance (depreciation) may only be applied for one year. A lot will depend upon the Government's regulations which will define the scope of the double depreciation incentive."

Another factor that will have a direct bearing on the success of the construction industry in 1961, but which will not be known for some time yet, Mr. Soules pointed out, will be the negotiation of new collective agreements on wages with the construction unions.

Mr. Soules said that buyers of construction in 1961 will be even more cost-conscious than ever before, and that "if a saving of a per cent or two in financing because of accelerated capital cost allowances is expected to encourage construction, then an increase of a similar amount due to higher costs will be equally successful in discouraging construction . . ."

Approximately 35 per cent of the annual volume of construction represents expenditures by the federal, provincial and municipal governments of the country, Mr. Soules said.

Two Million Man-Hours of Work From Defence Jobs This Winter

More than 2,250,000 man-hours of on-site employment were scheduled to be provided on defence construction projects between December 1 and March 31, it was announced last month by Hon. Raymond O'Hurley, Minister of Defence Production.

He said that a total of some 160 projects would be in progress during the period. He placed the total value at an estimated \$125,000,000, of which \$93,000,000 was already under contract by December 15. It was expected that a further \$32,000,000 would be awarded in time so that some work could be done during the winter.

All NHA Insured Loans to Have Anti-Discrimination Condition

An amendment to the National Housing Loan Regulations under the National Housing Act (P.C. 1960-1523), gazetted on November 23, makes it a condition of every loan made by an approved lender to a borrower and insured by Central Mortgage and Housing Corporation that in the sale or leasing of any house or housing unit constructed with the aid of the loan the borrower will not "discriminate against any person by reason of race, colour, religion or origin."

The amendment provides that any complaint regarding such discrimination may be submitted to the Corporation, and that if the borrower denies that there has been discrimination the dispute may be referred to the Minister of Public Works, who may appoint an arbitrator to decide whether the borrower has broken the condition. Any person who is a barrister or advocate of at least 10 years' standing at the bar of any province may be appointed an arbitrator.

The Corporation will not insure a loan for a borrower who has been guilty of a breach of the anti-discrimination condition within the three years immediately preceding the application to insure.

Reach Agreement with Quebec On Training of Unemployed

An agreement on training of unemployed workers registered with the National Employment Service under the Federal-Provincial Training Program was reached last month by the province of Quebec and the federal Government.

All provinces are now participating in this program.

The training is provided under Schedule "M" of the Special Vocational Training

Projects Agreement, which authorizes the federal Government to share with the provinces the costs of training registered unemployed for occupations that offer a reasonable opportunity for regular employment.

As a result of an amendment in the agreement last fall, the federal Government is now contributing 75 per cent of the provincial costs of training unemployed workers provided a minimum volume of training is undertaken.

Commenting on the agreement, Hon. Michael Starr, Minister of Labour, said "I feel that a united approach to this matter of training and retraining the unemployed will do a great deal to raise the general level of skills of the labour force and will have a beneficial effect on employment in this country."

The agreement was signed on behalf of Quebec by Hon. Paul Gérin-Lajoie, Minister of Youth.

Hospital Insurance Agreement Signed by Quebec Province

An agreement was signed in Ottawa on December 19, extending provisions of the Hospital Insurance and Diagnostic Services Act to cover residents of the province of Quebec.

The agreement was signed by Hon. Alphonse Courturier, provincial Minister of Health, and Hon. J. Waldo Monteith, federal Minister of National Health and Welfare.

"With Quebec's entry, hospital insurance will be a reality in every part of Canada—from the Atlantic to the Pacific, from the Arctic to the American border," Mr. Monteith said.

The program became effective on January 1, 1961 and it is estimated that it will give coverage to five million persons.

As in the case of other provinces, the program will include in-patient hospital services such as standard ward accommodation, necessary nursing services, use of operating room and anaesthetic facilities, radiotherapy and physiotherapy where available, drugs and surgical supplies, and diagnostic procedures including necessary interpretations where these are required.

CMA President Suggests Policy For U.S. Companies in Canada

Canadian subsidiaries of American companies should be given maximum autonomy and scope in their operations and should not be treated by the parent company like American branches, T. R. McLagan, President of the Canadian Manufacturers' Asso-

ciation, told the National Association of Manufacturers at a meeting in New York City early in December. He was speaking on "The Canadian Point of View on Canadian-American Economic Matters."

The CMA President mentioned seven points that he considered should govern the policies of parent companies in the United States toward their Canadian branches. These were:

—Canadian subsidiaries should not have to confine their operations to the Canadian market alone, but should be allowed and encouraged to contribute to the promotion of Canada's increasing export trade.

—Canadian subsidiaries of U.S. companies should use as many Canadian materials and component parts in their operations as could be used economically; and, in the case of concerns that produce raw materials, should carry out the processing of the product in Canada as far as possible.

—Canadian subsidiaries should carefully consider giving Canadians the opportunity to participate in their growth by giving them a chance to buy common stock in the Canadian company.

—Management decisions of American companies should give weight to Canadian interests whenever possible.

—Canadians should be encouraged and trained to take an increasing part in the management of the Canadian companies.

—Canadian representation on boards of directors should be encouraged.

—American companies with subsidiaries in Canada should apportion more evenly between the two countries such ancillary operations as product development, engineering, and research.

Mr. McLagan said that he could think of no better way in which a parent company could make for successful operation of its Canadian subsidiary and increase good will between the two countries than by applying these seven principles. He was glad to acknowledge that some companies were already moving along these lines.

Arthur Goldberg, Union Lawyer, Next U.S. Secretary of Labour

Arthur J. Goldberg, special counsel of the American Federation of Labor and Congress of Industrial Organizations, and general counsel of the United Steelworkers of America and of the AFL-CIO's Industrial Union Department, was chosen last month to become the United States Secretary of Labor.

Members Approve Disaffiliation of B.C. Civil Service Association

A membership vote by the British Columbia Government Employees Association last month approved the severing of ties with the B.C. Federation of Labour.

The Association now plans to request re-instatement of the check-off of dues, abolished by the provincial Government in October after the Association voted in convention to continue affiliation with the Federation despite the latter's support of the new political party (L.G., Nov. 1960, p. 1113).

An overwhelming majority of members returned ballots favouring the disaffiliation, temporarily effected by the officers of the employees association after the check-off was withdrawn.

Arguments for and against affiliation were published in the Association's magazine prior to the vote. But even before the vote was taken, the Victoria local withdrew from the Victoria Labour Council.

In November 1959 the Civil Service Association of Alberta ended its affiliation with Alberta Federation of Labour because of the latter's backing of Canada's new party (L.G. 1959, p. 1251).

GNP Up Slightly in 3rd Quarter After Decline in Second

The gross national product in the third quarter, at \$35,272 million, registered an advance of less than 0.5 per cent over the second quarter. In the second quarter, however, the gross national product fell by 1.5 per cent.

Because about half the gain was accounted for by a small rise in prices, the gross national product was very close to being the same as the second quarter. There was no change in employment between the two quarters.

There was a partial recovery in business activity, as a result of a sharp increase in exports—after the sudden decline in the second quarter—combined with firmer domestic demand.

Housing and construction turned up again in the third quarter after declining in the first and second quarters. Outlays for new machinery and equipment continued to decline, however.

Government expenditure on goods and services was also an important factor in the recovery in domestic demand. There was no increase in consumer expenditure; outlays for durable goods declined, and there was only a slight increase in outlays for non-durable goods.

The increase in exports and in domestic demand did not increase production but did cut present inventories. Inventory stocks were accumulating in the second quarter but showed a definite decrease in the third.

Aside from seasonal factors, employment remained the same in the third quarter. However, with the continuing growth of the labour force, unemployment rose from 6.9 per cent to 7.3 per cent of the labour force between the two quarters.

CMA Recommends Reductions In Personal, Corporation Taxes

Corporation and personal incomes taxes are now too high for the long-term development of the economy and should be reduced as soon as possible. This was one of the main recommendations made by the Canadian Manufacturers' Association in its annual brief to the federal Government, submitted last month.

The brief also recommended:

—Tax incentives, including increased capital cost allowances, as a means of encouraging natural development and increased employment.

—Additional capital cost allowances for new industries beginning the manufacture of new products in Canada, and for existing industries that begin the manufacture of goods not formerly made in Canada.

—Tax adjustments to encourage exports and to stimulate research in Canada.

The Association recommended complete abolition of special excise taxes on automobiles, radios, cosmetics and a variety of other goods. Sales taxes levied on articles and materials that enter into the cost of producing goods should also be abolished, the CMA said.

The CMA expressed concern at the flood of competitive imported goods, and urged that at the 1961 GATT Tariff Conference no further tariff reductions should be made on manufactured goods of a kind now being produced in Canada, and that steps should be taken to remove restrictions on those tariff items on which reductions in duty negotiated at previous GATT conferences have resulted in "too large" a share of the Canadian market being supplied by imported goods.

The Association also suggested several alternative methods of controlling "excessive" imports into Canada in order to cope with the present serious unemployment situation, as well as the retention of the present system of Commonwealth preference.

HOUSE OF COMMONS DEBATES

A Guide to Items of Labour Interest in Hansard

November 28—*Discussions* in connection with the dispute between Canada's non-operating railway unions and the two major railroads described by the Prime Minister (p. 239). Hon. Lionel Chevrier and Hazen Argue comment on the statement.

Bill C-44, to regulate extraprovincial transport in order to obtain the maximum public benefit from a truly competitive enterprise system, introduced and read the first time (p. 244).

Second reading given Bill C-40, respecting loans to proprietors of small business enterprises for the improvement and modernization of equipment and premises (p. 251). House goes into committee for clause-by-clause study of the Bill (p. 274) but adjourns without question put.

November 29—**Bill C-40**, respecting loans to proprietors of small business enterprises for the improvement and modernization of equipment and premises, again considered in committee and reported (p. 297).

Announcement of intention to introduce legislation to prevent a railway strike until May 15, 1961 made by the Prime Minister (p. 310).

Bill C-45 to provide for continuation of the operation of the railways, introduced by the Minister of Labour and given first reading (p. 316).

November 30—**National Housing Loan Regulations** have been amended with a view to preventing racial or religious discrimination in the provision of housing accommodation under the National Housing Act, the Minister of Public Works announces (p. 339).

Bill C-40 (loans to small business for improvements) read the third time and passed unanimously (p. 341).

Second reading moved by the Minister of Labour of **Bill C-45**, to provide for the continuation of railway operations (p. 345). During debate on the motion, the Leader of the Opposition moves an amendment that would kill the Bill (p. 348). After speech by D. M. Fisher (Port Arthur) (p. 351) and the Prime Minister (p. 354), the House adjourns without question put.

December 1—*Consideration continues* of amendment to motion for second reading of **Bill C-45** (continuation of railway operations). After speeches by the Prime Minister (p. 365), Hon. Paul Martin (p. 371), Walter Pitman (p. 376), Hon. J. W. Pickersgill (p. 377), Hazen Argue (p. 381), Hon. Lionel Chevrier (p. 385), Frank Howard (p. 389), and Harold Winch (p. 394), the

amendment is defeated 146 to 39. After a closing statement by the Minister of Labour (p. 401), the Bill is read the second time and the House goes into committee for clause-by-clause consideration (p. 402).

December 2—**Bill C-45** (continuation of railway operations) read the third time and passed (p. 444). Royal Assent given (p. 483).

Consideration in committee continues from November 25 of the resolution preceding introduction of a measure to provide federal contributions to provincial technical and vocational training programs (p. 464).

Second reading moved of Bill C-9, to amend the Canada Fair Employment Practices Act to extend its application to civil servants and other employees of the Crown (p. 476). The House adjourns without question put.

Bill C-42 amending the National Housing Act to allow extension of loan repayment periods given Royal Assent (p. 483).

December 6—*Resolution* preceding introduction of a measure to provide federal contributions to provincial technical and vocational training programs is concurred in and **Bill C-49** read the first time (p. 532).

Resolution preceding introduction of a measure to establish a national productivity council is moved by the Minister of Trade and Commerce, who makes a statement on the proposed council (p. 505).

December 7—*Unemployment Assistance* payments to the provinces by the federal Government for the period January 1 to September 30 inclusive in the years 1957, 1958, 1959 and 1960 are listed in response to a question. The totals were \$4,643,950 in 1957; \$11,954,518 in 1958; \$22,821,864 in 1959; and \$35,119,950 in 1960 (p. 576).

Second reading moved of Bill C-49 (federal contributions to provincial technical and vocational training programs) (p. 583). The House adjourns without question put.

December 8—*Letter containing proposals* of the federal Government respecting financing of the Columbia river development, sent December 6 to the Premier of British Columbia, is read to the House by the Minister of Finance (p. 608).

December 9—*Consideration continues* of motion for second reading of **Bill C-49**, respecting technical and vocational training assistance (p. 652). The motion is agreed to and the Bill is read the second time (p. 673). Progress reported in clause-by-clause consideration by the House in committee.

December 12—*Report on discussions in British Columbia respecting the Columbia river development project given by the Minister of Justice (p. 698).*

Bill C-49 (technical and vocational training assistance) read the third time and passed (p. 704).

Following discussion at the resolution stage, Bill C-52, to provide for the establishment and operation of a national productivity council, introduced and given first reading (p. 714).

December 13—*Legislation to establish a Canadian merchant marine is being prepared, the Minister of Transport affirms (p. 745).*

Bill C-52, to establish a national productivity council, given second reading (p. 747; p. 769). "One of the more immediate effects of emphasis on higher productivity now would be accelerated automation resulting in fewer jobs, not more," says Miss Judy La Marsh (Niagara Falls) (p. 751).

December 14—*Consideration in committee continues of Bill C-52 (national productivity council) is completed (p. 827). Third reading moved (p. 841). Amendment moved by Hon. Paul Martin to include the promotion of employment as one of the specific objects of the council (p. 842). The amendment is defeated (p. 860) and debate on the motion for third reading resumes but the House adjourns without question put.*

December 16—*Report on signing of a convention which establishes the Organization for Economic Co-operation and Development (O.E.C.D.) is made by the Minister of Finance, who, together with the Minister of Trade and Commerce, signed the convention for Canada (p. 865).*

Dominion Coal Company has not changed its decision to close down its No. 4 coal mine at Cape Breton on January 14, the Minister of Mines and Technical Surveys replies to a question (p. 872).

The question of portable pensions is constantly under study by the federal Government, the Minister of National Health and Welfare informs a questioner (p. 875).

Bill C-52 (national productivity council) read the third time and passed (p. 875).

December 19—*Statement on duty value modification respecting imported automobiles made by the Minister of National Revenue (p. 911).*

Signing of hospital insurance agreement with Quebec announced by the Minister of National Health and Welfare (p. 912).

Satisfactory progress toward agreement on a final text of a treaty with the United States concerning development of the

Columbia River was made during talks in Washington on December 14, 15 and 16, the Minister of Justice reports (p. 916).

Federal Government's financial proposals for the Columbia river development are unacceptable to British Columbia, the Premier wrote on December 14; his letter is read to the House by the Minister of Finance (p. 917).

\$30,000,000 requested by the Minister of Labour in a supplementary estimate for the Municipal Winter Works Incentive Program (p. 950). The House adjourned before the question was put.

December 20—*Contracts for construction of 91 small post office buildings have been awarded or advertised for public tender, the Minister of Public Works announces. The construction is part of the winter works program, he said (p. 974).*

Request of the Minister of Labour for the provision of \$30,000,000 to finance the Municipal Winter Works Incentive Program again debated (p. 975). The resolution is approved (p. 985).

The supplementary Budget did not alter personal income tax. Corporation income tax of 21 per cent was extended to apply to first \$35,000 taxable income instead of first \$25,000. The Budget repealed the 4-per-cent surtax on investment from Canadian sources; did not change sales or excise taxes; accelerated depreciation for firms establishing in unemployment areas, or entering lines new to Canada; raised to 15 per cent principal withholding taxes on interest and dividends paid to foreign investors; imposed special 15-per-cent tax on profits of Canadian branches of non-resident corporations; made it necessary that investment companies obtain 75 per cent of revenues in dividends from Canadian corporations by 1963; made it necessary for pension plan trustees to derive 90 per cent of investment income from Canadian sources by 1963 to qualify for tax exemption; forecast deficit of \$286,000,000 compared with March forecast of \$12,000,000 surplus; allows university students to deduct tuition fees in computing income tax; provided for stopping circumvention of tariff protection; forecast that net imports of capital would be about \$1 billion, matched by similar excess of imports of goods and services over imports (p. 999).

December 21—*The unemployed as a percentage of the labour force, annual averages 1949 and 1959 inclusive, is listed by the Minister of Trade and Commerce in reply to a question (p. 1026).*

House adjourns for Christmas recess.

Sixth Meeting of the Advisory Committee on Professional Manpower

In training of engineers and scientists in Canada, emphasis should now be put on producing professionals of high calibre rather than on the numbers trained, delegates think. Hope to speed up survey for Register of Scientific Personnel

In the training of engineers and scientists in Canada the emphasis should now be on turning out professionals of high calibre rather than on the numbers trained. This was the view expressed by several of those participating in a panel discussion at the sixth meeting of the Advisory Committee on Professional Manpower, on December 12.

Problems encountered in the training of engineers and scientists, and the question of how the supply of such professionals should be adjusted to the demand were discussed by the Committee.

The meeting was attended by representatives of professional associations, industry, education, and of federal Government departments and Crown companies.

Dr. W. R. Dymond, Director of the Economics and Research Branch of the Department of Labour, was chairman of the meeting.

J. P. Francis

Some of the measures taken by the Economics and Research Branch of the Department during the past year to make its Register of Scientific and Technical Personnel more complete were outlined by J. P. Francis, Chief of the Manpower Resources Division of the Branch.

His Division hopes, he said, to shorten still further the period required to conduct the survey of one third of the names in the register, which is carried out each year.

The main steps taken to make the Register more complete were: more effective arrangements with the universities to obtain information on science and engineering graduates, a review of the membership lists of many of the professional associations, obtaining from large employers lists of the engineers and scientists in their employ, and improved arrangements with the National Science Foundation and the Institute of International Education in the United States for keeping track of Canadian engineers and scientists working in that country, and Canadian students studying in American universities.

A system of periodic mailings to persons on the Register, which had been developed with the Queen's Printer, has also helped to keep addresses in the Register up to date, Mr. Francis said.

In 1959, the period required to complete the survey, which is carried out in three successive mailings, had been shortened to 14 weeks. But this year it was planned to carry out the survey in 10 weeks from the date of the first mailing to the time when preliminary tabulations were complete.

In 1960 each person to whom the questionnaire had been sent had received a short report of the survey findings. The response to this move was favourable, the speaker said, this year the advance report would be mailed out some time in April.

In the coming 1961 survey two kinds of information on salaries were being asked for. As in the past, there would be a question regarding earnings for the year; but the salary rate in January 1961 would also be asked for. It was hoped that tabulated information on the January 1961 salary rates would be ready by the middle of March.

Another point touched on by the speaker was the development of arrangements for making joint surveys by the Economics and Research Branch and some of the professional institutes. In 1959 a joint survey of this kind, carried out for the second time in conjunction with the Canadian Institute of Forestry, had resulted in a very high rate of response. In 1960 arrangements were made with the Royal Architectural Institute of Canada and the Chemical Institute of Canada for making similar joint surveys.

These joint surveys were considered to be a solution to the question of the duplication of effort involved in the sending out of similar questionnaires by more than one organization.

Referring to Canadian participation in some of the activities of the Organization for European Economic Co-operation (now being reorganized as the Organization for Economic Co-operation and Development) in connection with scientific and technical manpower, Mr. Francis said that one of the projects in which we have participated in the past, and will be working on in 1961, concerns a survey of past, present, and future requirements for and supplies of scientific and technical manpower. Work on a reply to a questionnaire in connection with this survey would be started early in 1961, he said.

The speaker also drew the delegates' attention to two new occupational monographs published by the Branch, one dealing with engineering as a career and the other with natural science. A filmstrip in colour that had been prepared for use in schools in conjunction with the first of these monographs was shown to the delegates during the conference.

In the discussion period that followed the address, one of the delegates asked what the policy of the Branch was regarding other professionals such as doctors, nurses, etc. The Chairman said that the Branch had no particular policy regarding the others, since no great interest had so far been expressed by other groups. Mr. Francis remarked that they lacked the resources to increase the coverage of the survey.

Another delegate said that a number of scientific groups were becoming more interested in technicians, and asked whether the Branch was concerned with this. The Chairman replied that they had been taking a lot of interest in technicians, and that they had thought of including some groups of them in the Register.

Prof. William Bruce

"It is impossible for the undergraduate engineering curriculum to keep pace with the tremendous growth and advances in technology by dealing with engineering techniques peculiar to a given field or specialty, particularly as these techniques are constantly changing and the specialities multiplying like rabbits," said Prof. William Bruce, Chairman of the Department of Mechanical Engineering at McGill University, who spoke on "Some Current Problems in the Education of Engineers in Canada."

To attempt to give this specialized training, Prof. Bruce continued, would mean having a multiplicity of "course packages." Under such circumstances as these, a realistic approach was being sought in the undergraduate curriculum "by placing emphasis upon the understanding and the use of mathematics, extending to quite high levels of complexity," he said.

Owing to the increasing refinement and intricacy of our technical devices and the constant search for new scientific facts, "the engineer must encompass a much more diverse and complex body of knowledge than ever before." To meet this situation the undergraduate curriculum is trying to develop an understanding of "the common language" mathematics, and an ability to use this instrument in conjunction with basic scientific principles, the speaker said.

"It cannot produce experts in any specialty, but rather by laying a good basic foundation it develops potential engineering talent."

Prof. Bruce referred to suggestions for lengthening the academic year, and to the argument that its present length was based on an agricultural economy in which young men were needed on the farm at seed time and harvest. He said, however, that the advantages of giving students a chance to gain practical experience during the holidays, and the fact "that learning is basically a physiological process and that there is a limit to the possible speed-up of physiological processes" should be kept in mind.

He expressed some doubt regarding suggestions for doubling the output of students, with two alternating groups of students, and the staff working "in some sort of round-robin manner." Both students and staff need time to reflect, he pointed out.

The speaker then spoke of the dilemma in which the universities were now placed, their need on the one hand to make room for increasing numbers of students, and on the other to avoid excessive dilution of the number of the teaching staff in relation to the number of students, to the detriment of the quality of education given.

Dr. P. H. Casselman

A short talk was given by Dr. P. H. Casselman, Chief, Professional Manpower Section, Economics and Research Branch, Department of Labour, on "Problems of Professional and Technical Manpower in the Far East."

Dr. Casselman has recently returned from a six-month mission, sponsored by the International Labour Office and the United Nations, to Thailand, Laos, South Vietnam and Cambodia. The purpose of the mission was to assess technical and manpower requirements during the next 15 to 20 years in connection with the development of the Mekong River basin. He gave an outline of conditions regarding professional manpower in that part of the world.

A. M. Sargent

A set of charts relating to the current labour market situation and the outlook for the employment of engineers and scientists was presented by A. M. Sargent, Economics and Research Branch.

The charts showed the growth of engineering employment in relation to the total labour force, and in the three main employment sectors of industry, colleges and universities, and government agencies. The

growth of engineering employment in industry was also analysed by certain main groups.

Other charts showed the proportion of the college-age population attending college, the proportion of college students enrolled in engineering, the net immigration of engineers, the trend of wages of the whole employed labour force and the trend of starting wages for engineers, numbers of engineers employed, and the new supply of engineers.

The period covered by the charts was from 1954 or 1955, and in some cases from 1951 or 1952, to 1960, with a forecast or projection for the coming years, where possible, generally up to and including 1963.

Panel Discussion

"Are we training too many engineers and scientists? was the subject discussed by a panel of four members, with Dr. Dymond acting as chairman of the panel. The members were: F. L. W. McKim, Assistant Director of Administrative Services, National Research Council; W. F. McMullen, Engineering Personnel Manager, Canadian General Electric Co.; Dr. E. F. Sheffield, Canadian Universities Foundation; and L. M. Nadeau, Canadian Council of Professional Engineers.

Mr. McKim objected to the wording of the subject of the discussion. He said that most of the training of engineers and scientists was done by the universities according to the numbers who applied for the various courses, and he hoped that no student who had an interest in science or engineering would be deterred by any temporary drop in the demand for professional engineers or scientists.

Considering the need for industrial expansion all over the world, it was impossible for any country to train too many scientists and engineers, Mr. McKim contended. Even if a surplus did develop in one country it should be possible for qualified persons to move to other countries.

He emphasized that there was a scarcity of really able people in science. Employers should make up their minds what level of ability they required, and then consider what salaries were needed to attract the kind of people they wanted. If the future depended on creativeness, employers would have to be prepared to pay for creative ability.

Too much lip service was being done to the importance of research, and not enough was being done to make employment in research attractive, Mr. McKim thought.

The need for scientists and engineers should not be over-emphasized, however. Students should follow their own aptitudes and abilities.

Perhaps the most serious lack at present was in regard to high school teaching, and there was a shortage of able teachers in general, Mr. McKim said.

There was a great lack of guidance for students in the choice of a career, Mr. McMullen said. He had found that the great majority of students of engineering did not really know what an engineer does.

Speaking of his own firm, he said that their need was mainly for engineers and not for scientists. A high level of ability was needed in certain new developments in the industry. As to the future, the trend was to fewer engineers but engineers of a higher calibre. On the other hand, more technicians would be wanted. Computers would also take over some of the work now done by engineers.

He contrasted the high regard in which engineers—especially "diploma engineers"—were held in Europe with the lower esteem in which they were held in this country. "I think we are producing too many engineers, but too few good ones," Mr. McMullen said. Many who had been trained as engineers should have gone to an institute of technology instead.

Mr. Nadeau, who had to leave the conference, left a paper, which was read by Mr. Francis, in which he said that at one time, before World War II, he thought that the universities were producing too many engineers. Later, as an employer, he thought that they were not training enough engineers. His thought now was that the universities were producing about the right number.

There is now a surplus of engineers in Canada, but a severe shortage of technicians, which leads to the use of engineers in lower grade jobs, Mr. Nadeau said. There would be difficulty in finding jobs for all the engineers if engineers were not misused. Using them as draughtsmen, supervisors, etc., lowered the prestige of the profession. Computers would replace many engineers in routine functions, but more would be needed to develop, and supervise the use of the machines.

Engineers will be of vital importance if we are to remain competitive in world markets, Mr. Nadeau contended. We should think in terms of the needs of 1965 to 1980. We should not, however, attempt to control the output of engineers directly. If the question under debate were reworded to ask: Are we training too many engineers at the existing baccalaurean level, he would

say, yes. But we are not training enough of the highly qualified engineers that will be needed in the years to come.

He thought that the length of the course should be increased by at least one year, and the requirements should be tightened. Industry must make better use of engineers. The training of qualified engineering assistants should also be encouraged.

Dr. Sheffield asked whether the federal Government should be more direct in its control of needed manpower. He referred to the control over the training of students exercised by the government in the U.S.S.R. In the United Kingdom, he said, somewhat the same thing was accomplished, though in a much more subtle way. There, committees investigated the needs of the country for various kinds of skilled people. The government responded to the recommendations of these committees by putting up the money to develop the particular facilities needed. The universities had responded in their turn, but later they had decided that special emphasis was no longer needed.

In the United States, the National Defence Education Act 1958 was designed to stimulate the education of scientists and engineers. In Canada, the establishment of the National Research Council has encouraged the development of facilities and the training of scientists, Dr. Sheffield said, while national health grants were producing the same results in the health field. Finally, the

Canada Council was encouraging training in the arts. Courses offered in technological institutes stimulated the training of technicians.

But are we using these devices as effectively as we should and in the right places? he asked. Besides providing training, furnishing information about the country's needs was another way to stimulate the supply of trained manpower.

Private inquiry, Dr. Sheffield said, had shown that many sources of information regarding future demand for chemists, engineers, and teachers of science were available, but many agencies were not well informed as to what these sources were. He questioned also whether present information was sufficient to guide students and to indicate what training facilities were needed.

One fact that had emerged from this discussion, Dr. Dymond said in commenting on the views expressed by the panel members, was that this was a tremendously complicated question. The question arose whether the supply of professional manpower should be left to be decided by the choice of individuals or whether the social need should be considered. The point had been brought out, however, that there must be a relation between supply and demand.

Later he said that he did not know "whether our tools of prediction will allow us to tell people what to expect in the future."

A New Career For Women After 30

To obtain information about women who undertake professional training after age 30, necessary for evaluation of effects of their experience on educational and social practice, Women's Bureau conducts survey of such students in social work

To obtain information about women who undertake professional training after the age of 30, a prerequisite for any evaluation of their experience and its effects on educational and social practice, the Women's Bureau of the Department of Labour carried out an inquiry into the experience of such women who had taken professional social work training. A report of the inquiry has now been published under the title, *A New Career After 30*.

The survey demonstrated "the capability and promise of a group of women past 30 who were challenged to prepare for more productive work in the profession of their choice." To disregard the potential of such women, and of others in their age group who may not have had a university education, "is to limit individual growth and at

the same time lose to the nation a considerable resource of intelligent and dedicated womanpower," the report says.

Among the obstacles met by the women who replied to the questionnaire were the difficulty of the married women to cope with a full schedule of study along with the demands of home and family, and the temporary loss of income or pension entitlement.

Few married women with family responsibilities are able to give undivided time to work outside the home, the bulletin says. "If such women are to be enabled to make their contribution to the working world, adjustments are required of both the employing agency and the woman herself."

Too many women who re-enter the labour force or change their occupation

after the age of 30 disregard the importance of adequate preparation for a new career, it was found from the survey. "It may be fairly asked whether society values the potential contribution of such women highly enough to take the necessary steps to encourage and assist them... To do so would require re-orientation of vocational counselling and preparation for girls and women, and acceptance of the fact that the employment of women with family responsibilities requires adaptations such as part-time work schedules and supervised school lunches for children," the booklet asserts.

The inquiry took the form of a questionnaire sent out to a number of women whose names were supplied by eight schools of social work across Canada. These women were students who, since 1950-51, had undertaken training in social work at 30 years of age or over. Replies were received from 152 of them.

In the report the replies to the various questions asked are summarized, and an

appendix gives notes on the experience of several individual women.

Chapters in the report are headed: Introduction, The enquiry, The women who replied, How far they went in social work training, What happened to them after training, Why they chose social work, Advantages and disadvantages that they found, and Conclusions.

The appendix contains notes on the experience of a former teacher, a nurse, a former office worker, "one who had seen the results of war, one who had been prepared for social work by her religious experience and her profession, a mother who found a second career, a newcomer to Canada, and one who made the most of her opportunity."

The report was published in the hope that it "may be an encouragement to other women who are moved to similar undertakings and also that it may provide useful insights for those concerned with the education and recruitment of women for professional work."

Cost of Federal Social Welfare

Government contributory pension plan with graduated benefits could overcome most limitations of present employee plans, says Dr. R. M. Clarke of University of British Columbia in address on expenditures on six social welfare programs

A government, contributory pension plan with graduated benefits can overcome most of the limitations of present employee pension plans in providing substantial pensions for employees at retirement age, said Dr. Robert M. Clark, Associate Professor of Economics and Political Science, University of British Columbia, in an address to the 14th Annual Conference of the Canadian Tax Foundation, Toronto, 1960.

He was speaking on "Federal Government Expenditures on Social Welfare."

(Dr. Clark was appointed by the federal Government in January 1958 to make a study of pension plans in the United States that might be used in Canada. His report was tabled in the House of Commons on March 5, 1959.)

"If American experience with old-age, survivors, and disability insurance is a guide," he continued, "Canada could in a few years have a contributory pension program with graduated benefits covering 90 per cent of the population."

There are three major limitations of employee pension plans, which, although their coverage has increased rapidly in the past two decades and they are now operating

in establishments with about three million employees, cover only about 60 per cent of that number, Dr. Clark said.

The three limitations mentioned were: (1) coverage is incomplete, because the self-employed are excluded; many persons, under voluntary plans, decide not to participate; and some persons are excluded by age restrictions or by a waiting period; (2) vesting is inadequate, because in a typical employee pension plan the employee leaving before completing 10 years of service with an employer does not get back the employer's contribution; (3) the option of cash withdrawals on changing employers is exercised by the overwhelming majority of employees.

"The consequences of the last two limitations is that a substantial proportion of employees may work for a succession of employers with pension plans providing generous benefits for the long-term employee, and still reach retirement with a very meagre pension," he pointed out.

In addition to coverage of 90 per cent of the population, a government, contributory plan would presumably provide for immediate vesting and the option of taking

cash withdrawals would presumably not exist. "These points were accepted without significant controversy both in the United States and in the United Kingdom," Dr. Clark stated.

Benefits under a contributory pension program with graduated benefits, whether government or private, build up slowly. A government program can avoid a long period for maturity of benefits in only one of two ways, or a combination of them, the speaker said. One way is by the payment of large subsidies from the government's general revenues in the plan's early decades; the other is to require future generations of contributors to pay contributions at a substantially higher rate for a given level of benefits than the first two generations are required to pay. The inevitable price of both alternatives is higher taxes or contributions in the long run.

The disadvantages of employee pension plans can be overcome, as far as employees are concerned, by direct government regulation of the plans. Under the British North America Act, the provinces have the right to do this; but no provincial government has yet exercised this right, although the Premier of Ontario has appointed an advisory committee "to explore ways and means by which retirement pension plans can be made more effective, provide more security for our older people and minimize those inhibitions which militate against the employment of the older worker."

If the provinces enact regulatory legislation, "a very considerable part of the case for a contributory federal pension plan with graduated benefits disappears," Dr. Clark asserted.

Here he pointed out that the advantages of a government flat-rate pension plan were the obverse of those of the contributory plan with graduated benefits: a flat-rate plan does more to help those who most need help and does it at a much lower administrative cost.

Dr. Clark's remarks on pension plans came after he had speculated that "either next year or the year thereafter the present federal Government is likely to announce its intention of" raising the old age security pension, or introducing a system of flat

survivor benefits for widowed mothers, children dependent upon widowed mothers, and women becoming widowed at an age when it would be difficult for them to enter or re-enter the labour market, or introducing a contributory pension program with graduated benefits to supplement the present flat-rate benefit program.

A government, contributory pension plan with graduated benefits could be modelled on the American old-age, survivors and disability insurance program in not allowing contracting out (not permitting employers and employees to refrain from contributing where an existing employee pension plan is more generous) or modelled on the British National Insurance Act of 1959 in allowing contracting out.

There were so many variables involved in these alternatives that he had not attempted to predict the cost of any of them. He did, however, estimate the cost for 1961-62 of the federal Government's six social welfare programs: old-age security, family allowances, old-age assistance, blind persons' allowances, disabled persons' allowances, and unemployment assistance.

He estimated that in fiscal 1961-62 old age security would cost \$617 million, family allowances \$524 million, unemployment assistance \$47 million, old-age assistance \$31 million, disabled persons' allowances \$17 million and blind persons' allowances \$4 million, a total of \$1,240 million. This is an increase of \$84 million over total expenditures during fiscal 1959-60.

"The estimated cost of old-age security in 1961-62 is almost 50 per cent of the total cost to the federal Government of the six programs. Of the estimated increase of \$85 million, one half is for old-age security," he pointed out.

The "earmarked" contribution for old-age security should be more than sufficient to pay for the estimated costs in 1961-62. In 1960, for the first time, it was possible to finance old-age security pensions without dipping into consolidated revenue, he said.

But the remaining \$623 million of the estimated total expenditure in 1961-62 will have to come from consolidated revenue, Dr. Clark declared.

Industrial Fatalities in Canada during the Third Quarter of 1960

Deaths from industrial accidents numbered 305 in third quarter, an increase of 37 from the previous quarter but a decrease of 84 from 1959's third quarter. As in second quarter, largest number of fatal accidents was in construction

There were 305* industrial fatalities in Canada in the third quarter of 1960, according to the latest reports received by the Department of Labour. This is an increase of 37 from the previous quarter, in which 268 were recorded, including 48 in a supplementary list. In the third quarter of the previous year, 389 fatalities were recorded.

During the quarter under review, there were three accidents each resulting in the deaths of three or more persons.

On August 15, the pilot, a geologist and two of his assistants were killed when their aircraft crashed after taking off at Lorna Lake near Kamloops, B.C.

Three workmen removing stumps and roots from the bottom of a ravine at McBride, B.C., died of asphyxiation on September 7 when a mud slide buried them.

The pilot and two Quebec Provincial Police detectives were killed when their plane crashed a few minutes after taking off near Ste. Jovite, Que., on September 22.

Grouped by industries (see chart page 26), the largest number of fatalities—63—was recorded in construction: 28 each in buildings and structures and highways and bridges and 7 in other construction. For the same period last year, fatalities in this industry numbered 87: 48 in buildings and structures, 30 in highways and bridges and 9 in other construction. During 1960's second quarter, 48 fatalities were listed: 30 in buildings and structures, 10 in highways and bridges and 8 in other construction.

There were 50 fatalities in the mining industry during the quarter: 26 in metal mining, 10 in coal mining and 14 in non-metallic mineral mining. During 1959's third quarter, 39 fatalities were recorded of which 22 were in metal mining, 7 in coal mining and 10 in non-metallic mineral mining. Thirty-nine workers were killed in this industry in the second quarter of 1960:

26 in metal mining, 8 in coal mining and 5 in non-metallic mineral mining.

During the quarter, accidents in the transportation, storage and communications industry resulted in 49 deaths; of these, there were 16 each in railway transportation and local and highway transportation, 8 in water transportation, 5 in air transportation and 4 in storage. During the same period last year, 52 deaths were reported, 20 of which were in railway transportation, 18 in local and highway transportation and 2 each in air transportation, storage and communications. Accidents in this industry during April, May and June of 1960 caused the deaths of 33 workers; of these, there were 8 each in railway transportation and local and highway transportation, 7 in water transportation, 5 in air transportation, 3 in storage and 2 in communications.

Forty-three fatalities were recorded in manufacturing, of which 11 were in iron and steel products, 10 in wood products, 7 in paper products, 4 in foods and beverages, 3 each in transportation equipment and chemical products, and 2 in non-ferrous metal products. During 1959's third quarter, 68 fatalities were recorded in this industry, of which 19 were in iron and steel products,

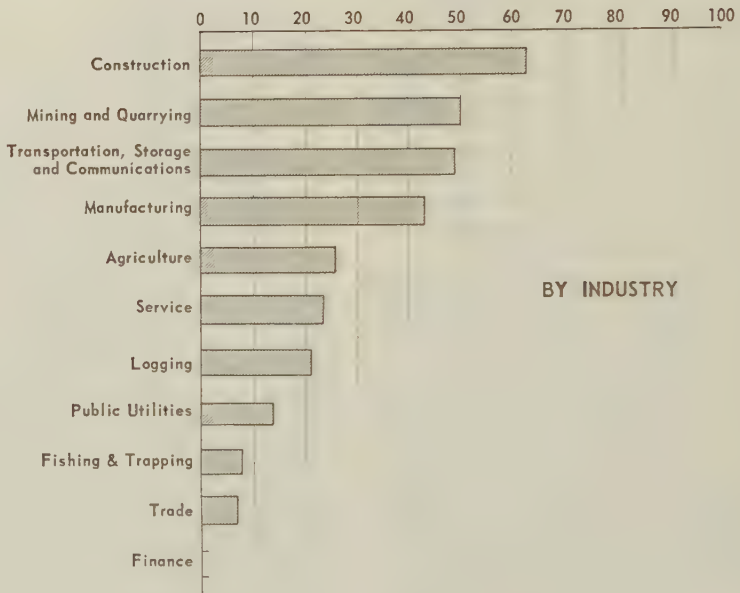
The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

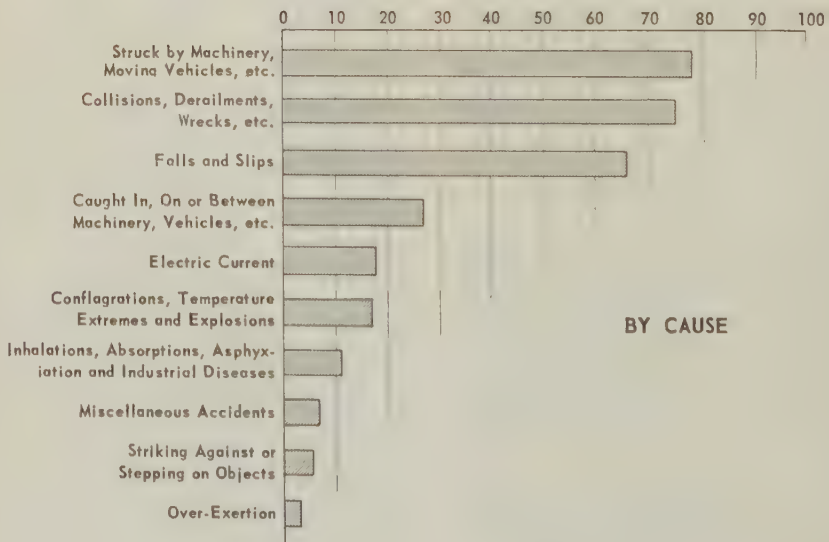
* See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the third quarter of 1960 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 75 fatalities for which no official reports have been received, including 25 in agriculture alone.

INDUSTRIAL FATALITIES IN CANADA

Third Quarter of 1960



BY INDUSTRY



BY CAUSE

Source: Economics and Research Branch, Department of Labour.

12 in wood products, 6 each in non-ferrous metal products and non-metallic mineral products and 5 each in transportation equipment and electrical apparatus products. During the second quarter of 1960, 32 fatalities were recorded; of these, 10 were in wood products, 6 in iron and steel products, 5 in paper products and 4 in non-metallic mineral products.

Twenty-six fatalities were recorded in agriculture, a decrease of 22 from the 48 that occurred during the same period in 1959 and an increase of 3 from the 23 listed during the second quarter of 1960.

An analysis of the causes of the 305 fatalities during the third quarter (see chart page 26) shows that 78 (26%) were under the heading "struck by", 13 were the result of being "struck by tools, machinery, cranes, etc.", 21 were caused by "moving vehicles" and 44 were in the category "other objects". "Collisions, derailments, wrecks, etc." were responsible

for 75 deaths: 28 from accidents involving automobiles and trucks, 33 tractors and loadmobiles, 9 aircraft, 14 railways and 1 involving watercraft. In the category "falls and slips", 66 fatalities were recorded, all but six of which were caused by falls to different levels. Twenty-seven fatalities were the result of being "caught in, on or between"; of these, the categories "hoisting or conveying apparatus" and "automobiles and trucks" had 6 each, 8 involved machinery and trains and other railway vehicles and 3 involved belts, pulleys, lines, chains, etc. Electric current was responsible for 18 deaths, 2 of which were caused by lightning.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 107. In British Columbia, there were 51; in Quebec 44 and in Alberta 36.

During the quarter, 98 fatalities were recorded in July, 106 in August and 101 in September.

Labour Legislation of the Past Decade - II

Second of series of articles reviewing developments in labour legislation in Canada in 1951-60 period concludes review of labour standards legislation and deals with enactments during past decade concerning private employment agencies

The Legislation Branch of the Department of Labour has prepared a review of developments in labour legislation in Canada in the past decade, to supplement the article "Fifty Years of Labour Legislation" that appeared in the 50th Anniversary Issue of the *LABOUR GAZETTE*. The review is being

published in instalments, of which this is the second.

The first instalment, which appeared in last month's issue, covered labour standards legislation. This instalment completes the review of labour standards legislation and deals with legislation concerning private employment agencies.

Part 1 - Labour Standards (cont'd)

School Attendance and Employment of Young Persons

In the period under review, changes in school attendance laws and laws governing employment of young persons had the effect of fixing a higher age for compulsory school attendance in some provinces, and of strengthening the already considerable body of legislation for the protection of young workers.

School Attendance

Each province has a compulsory school attendance law requiring children to attend school up to 14, 15 or 16 years, as the case may be, unless they have reached a certain level of education, and prohibiting the employment of school-age children during school hours. In all cases, exemptions from school attendance are permitted in case

of illness, distance from school or lack of accommodation and, except in British Columbia, under specified conditions for home duties and for employment.

Between 1950 and 1960 the school-leaving age was raised in several jurisdictions. In Manitoba, a 1950 amendment to the School Attendance Act authorized a school board having an attendance officer to pass a by-law requiring attendance to the age of 16, instead of 15, as authorized under previous legislation. Where a higher age is not fixed, the school-leaving age in Manitoba is 14 years, but children between 14 and 16 must attend school if not regularly employed in industry, household duties or farm work. The minimum school-leaving age was raised from 14 to 15 years in New-

foundland in 1951, and in 1959 Prince Edward Island made it compulsory to send a child to school to the age of 16 rather than 15, as previously.

Employment of Young Persons

In 1951, following the example of British Columbia and Prince Edward Island, Nova Scotia passed a general child labour law prohibiting employment of children below a specified age.

The Nova Scotia Employment of Children Act prohibits the employment of children under 14 in certain undesirable employments—manufacturing, ship-building, electrical works, construction, the forestry industry, garages and service stations, hotels and restaurants and the operation of elevators, theatres, dance halls, shooting-galleries, bowling-alleys, billiard and pool rooms. The Act also places restrictions on the employment of children in other occupations, providing that no child under 14 may be employed to do any work that is likely to be harmful to his health or normal development or such as to prejudice his attendance at school or capacity to benefit from school instruction.

In non-prohibited occupations, the hours of children under 14 years are limited to eight in a day when school is not in session and to three on a school day, unless an employment certificate has been granted. Work and school may not occupy more than eight hours of any day, and work between 10 p.m. and 6 a.m. is prohibited. (An employment certificate may be issued under the Education Act to a child over 13 years who satisfies the school board that he needs to go to work or who, in the board's opinion, will not profit from further schooling.)

In 1950, the Alberta Labour Act, which already prohibited the employment of a child under 15 in any factory, shop or office building (shop includes a hotel or restaurant), was amended to forbid work in any other employment by a child under 15 without the approval of the administrative board. Since 1957 the written consent of the parent or guardian has also been required. In 1954, an exemption was authorized for a child under 15 who is excused from school attendance for the purpose of securing vocational training through employment.

These restrictions on child employment were relaxed somewhat in 1957 by an amendment to the Act giving the Lieutenant-Governor in Council power to make regulations permitting the employment of children under 15 in specific occupations, subject to the protection afforded by the Child Welfare Act.

Under this authority, regulations were issued permitting the employment of a child over 12 in certain safe occupations under specific safeguards, namely, that the work should not be injurious to the child, that the parent or guardian should give written consent, that working hours should not exceed two on a school day or eight on any other day, and that no work should be performed after 8 p.m. If these conditions are met, a child may be employed in any of the following occupations: clerk in a retail store, delivery boy or girl for a retail store, vendor of newspapers and small wares, water boy on a construction project, clerk or messenger in an office, express or despatch messenger, shoe-shiner, gardener and landscaper.

In 1955, the coverage of the British Columbia Control of Employment of Children Act, enacted in 1944, was extended to the laundry, cleaning and dyeing industry. This Act, which prohibits the employment of children under 15 in specified industries or occupations except under permit from the Minister of Labour, applies to the main types of industrial and commercial employment, including shoe-shine stands, public places of amusement and service stations.

In 1957, when Manitoba consolidated its main labour laws into one statute, the Employment Standards Act, some changes were made in the provisions regulating the employment of young persons.

As before, the employment of a child under 15 was forbidden, except with a written permit from the Minister. The Act also stated that no child might be employed in such a manner, or upon such work or service, that his safety, health or moral well-being might be hurtfully affected.

With respect to factories, the minimum age for employment of boys was raised from 14 to 15, the age formerly set for girls; there is no provision for exemption by permit. Birth certificates are required for the employment of all adolescents under 18. Formerly, they had been required only up to the age of 16. In addition, the Lieutenant-Governor in Council was given authority to prohibit the employment of boys and girls under 18 (formerly, girls under 18, boys under 16) in a factory in which the work is considered dangerous or unhealthy.

Two provinces set higher age limits for underground work in mines. In 1951 in Newfoundland the minimum age for employment underground was raised from 13 to 18 years. In 1951 Nova Scotia raised the minimum age for underground work in metal mines from 16 to 18 years; in 1954,

in coal mines from 17 to 18 years. In New Brunswick, in 1955, in the first regulations made for metal mines, a minimum age of 18 years was set for employment underground.

Family Allowances

The federal Family Allowances Act, 1944, which provides for the payment of a monthly allowance to every Canadian child up to his 16th birthday, is an effective means of

limiting employment of children and of ensuring school attendance. Payment of an allowance ceases when a child fails to attend school, and a child who is legally absent from school cannot work for wages and receive an allowance.

In 1957, the scale of payments under the Act was raised to \$6 a month for all children under 10 years of age, and \$8 for those between 10 and 16 years. Previously, the allowances were \$5, \$6, \$7 or \$8, depending on the age of the child.

Protection of Wages

All provinces have statutory provisions designed to ensure that workers receive the wages due them. This is in addition to a considerable body of legislation (general wages Acts in three provinces, provisions of the Alberta Labour Act, provisions of Minimum Wage Acts and orders, the British Columbia Semi-monthly Payment of Wages Act) regulating the manner and frequency of payment of wages, the deductions that may be made from earnings, the furnishing of pay statements and other related matters.

With regard to the protection of wages, one province, Alberta, has wage security legislation to protect workmen against defaulting employers in two of its basic industries—coal mining and lumbering. Under federal fair wage legislation and similar legislation in five provinces applying to works of construction performed under Government contract, provision is made for the payment of wages to employees in case of default by the contractor from moneys in the hands of the Crown for securing the performance of the contract.

Five provinces, through Masters and Servants Acts or their more modern equivalent, Wages Recovery Acts, provide a summary procedure for the recovery of unpaid wages. In some jurisdictions there is special legislation giving priority to wage claims in bankruptcy (a purely federal matter), the voluntary winding-up of a company and similar eventualities. There is also legislation in most provinces protecting a portion of a worker's wages from attachment or assignment. A Mechanics' Lien Act in each province (provisions of the Civil Code in Quebec) gives "mechanics" and labourers a lien for work done in the erection of any building or the performance of any other work of construction. Several provinces also have Woodmen's Lien Acts.

In the period between 1950 and 1960, the Alberta wages security legislation was amended; the Saskatchewan, Alberta and Manitoba wages recovery Acts were revised; and the scope of the British Columbia Semi-

monthly Payment of Wages Act was extended to give additional protection to workers.

The Alberta Industrial Wages Security Act requires employers in the coal mining and lumbering industries to furnish wage security in the form of cash or bonds to the Minister of Labour before beginning operations each year. The amount of security normally required is the largest monthly payroll in the previous year of operation. An employer who has defaulted in the payment of wages may be required to furnish additional security. A defaulting employer who has been ordered by the Minister to cease operations, as provided for in Section 12 of the Act, must deposit twice the amount of his largest monthly payroll during the preceding year.

In 1951 the requirements of the Act were relaxed to some extent when it was provided that, at the Minister's discretion, the payment of security might be made in instalments. This amendment was designed to aid small operators who had a good record of compliance with the Act but who sometimes found it difficult to furnish the entire amount of the security before the beginning of their operations.

The Minister also has discretionary power to exempt an employer from liability to furnish security if the Provincial Auditor certifies that he is satisfied with the employer's financial position and ability to pay the wages of his employees. A 1960 amendment to the Act gave the Minister authority to waive the security provisions without a certificate if the employer has not defaulted on any wage payments for a period of three years immediately preceding the application for exemption.

Employers must make out monthly returns showing whether or not workmen have been paid in full. Where wages are owing to workmen, the security in the hands of the Minister is available for payment.

As previously indicated, five provinces—Alberta, British Columbia, Manitoba, Ontario and Saskatchewan—have Acts which provide for the collection of wages through the making of a complaint before a justice of the peace or a police magistrate. This procedure, first set out in the Masters and Servants Acts of the nineteenth century, involves only nominal costs and is a simpler and more direct remedy than an ordinary civil action.

The magistrate is authorized to conduct a hearing, summoning the employer to appear before him to answer the claim. In some provinces the claim may be investigated whether the employer appears or not. If the magistrate is satisfied that a proper claim exists, he may order payment by the employer of wage arrears and costs. In case of non-payment, the magistrate may issue a distress warrant for levying the wages and costs by seizure and sale of the employer's property.

Some of these Acts have not been changed for many years, and for that reason do not afford a practical means of redress to workers for unpaid wages under modern conditions. The maximum amount of wages that may be recovered in British Columbia under this procedure is \$50 and costs, and in Ontario \$200 and costs. However, during the fifties several provinces brought their Acts more into conformity with present-day conditions. In 1951 Saskatchewan replaced the Masters and Servants Act by the Wages Recovery Act, which in turn was replaced in 1957. Alberta passed a new Masters and Servants Act in 1954, and in 1960 Manitoba amended its Wages Recovery Act, raising the ceiling to enable claims up to \$500 to be handled by this summary procedure. The previous limit was \$200.

The Saskatchewan Wages Recovery Act of 1951 provided substantially the same procedure for the recovery of wages as the former Masters and Servants Act but the limit on the amount of wages that could be collected was raised to \$200. It had previously been \$100, with provision for the payment of an additional four weeks' wages in case of improper dismissal. In 1954 the ceiling was raised to \$400, and in 1957 it was increased to \$500 (plus costs). This limitation does not apply, however, to an employer who is subject to the Minimum Wage Act, which in effect means that the \$500 ceiling applies only in agriculture and one or two other types of employment.

In 1955 the Saskatchewan Act was amended to make it a more effective instrument for the recovery of wages by incorporating in it the procedure set out in other labour standards laws of the province for

the collection of wages by Department of Labour inspectors. These provisions permit the employer to make voluntary restitution of wages owing to an employee. If in the course of his regular duties an inspector finds that an employer has failed to pay wages due, he may determine the amount owing and, if the employer and employee agree as to the amount, the employer is required to pay the wages to the Deputy Minister of Labour within two days. The money is then payable to the employee but if he cannot be located, it is placed in a special account and, if not claimed within two years, becomes part of the Consolidated Revenue Fund. An employer who complies with these provisions is not liable to prosecution.

Unlike some of the other legislation, the Alberta Masters and Servants Act places a ceiling on the wage claims that may be heard by a magistrate. In 1954 this was set at six months' wages or \$500, whichever is the lesser. At the same time the same limit was placed on the amount of wages that a magistrate may order paid. The magistrate may direct payment of a further amount, not in excess of four weeks' wages or \$100, whichever is lesser, and costs for improper dismissal. Alternatively, he may order payment of whatever wages the employee would have earned between the date of his dismissal and the date of the determination of the complaint or \$100, whichever is lesser, and costs.

In Alberta, proceedings under the Act must be taken within six months after the termination of the employment or within six months after the last instalment of wages has become due, whichever is later. In Saskatchewan, the time-limit was extended in 1956 to one year after employment ceases or six months after the last instalment of wages has become due, whichever date is the later.

Most of the Acts provide for appeals. In Saskatchewan, a magistrate's order may be appealed to a judge of the District Court. In Manitoba, appeals are limited to cases where the amount in question is over \$20 or where the magistrate has taken into consideration loss or damage to the employer.

In British Columbia, the principal instrument for the recovery of unpaid wages is the Semi-monthly Payment of Wages Act, first enacted in 1917. This Act requires an employer to establish at least two regular pay-days per month. It provides further that each payment must cover all wages earned by the employee up to a day not more than eight days before the pay-day. On summary conviction, in addition to a fine, the Court may require the employer to pay to the

employee concerned all arrears of wages, and in default of payment may order sale of the goods and chattels of the employer by distress.

Already applicable to mining, manufacturing, logging, construction and the fishing industry, the Act was extended to cover hotels and catering in 1953. In 1957 its application was further widened to include a number of service industries and occupations, wholesale and retail trade, the transportation and taxicab industries and office occupations, the thought being that as far as possible all workers in the province should be covered by the Act. The Act does not cover any worker earning \$4,000 or more under a yearly contract.

Notice on Termination of Employment

In 1951 Manitoba amended its Hours of Work Act to make it mandatory, in all industries except farming, for employers to serve notice of dismissal and for employees to give notice of termination of employment. Under these provisions, the amount of notice varies with the pay period, but, except in the case of a person paid less frequently than once a month, may not be less than one regular pay period. If employees are paid less often than once a month, reasonable notice must be given. Notice of termination is not required if an employee is hired for a fixed period.

In 1957, when these provisions were incorporated into the Employment Standards Act, two new provisions were introduced. One permits an employer to establish a practice under which he and his employees may agree to terminate employment with a shorter period of notice than that provided for in the Act. The practice will be considered officially adopted on the expiry of one month after the employees have been notified in writing, and by the posting of a notice, of the terms of the practice. New employees must be told of the practice when hired.

The other new provision established an alternative procedure for dealing with complaints that employment has been terminated without the proper statutory notice. Instead of initiating court action, an aggrieved person may make a written complaint to the Minister, who may look into the facts himself or refer the matter to the Manitoba Labour Board. If the person charged does not admit that he failed to give notice, a hearing may be held, after which the Minister or Board may dismiss the charge or make a declaration stating the amount of money due. An appeal may be made to a magistrate against such a declaration

For most of the occupations and industries now under the Act a requirement that wages are to be paid at least as often as semi-monthly is also set out in minimum wage orders. Under a minimum wage order, however, only the minimum wage and not regular pay may be recovered.

In mines under the Coal Mines Regulations Act payment must be made on Saturday and not less often than every fortnight.

In British Columbia, as in several other provinces, an action against an employer for arrears of wages must be brought within six months after the date of the alleged offence.

within 30 days. The magistrate may reverse, amend or cancel any order and his decision is final.

The only other provinces to make statutory provision regarding notice on termination of employment are Saskatchewan and Quebec.

In Saskatchewan, provisions requiring employers to give notice are contained in the Minimum Wage Act. These forbid an employer to discharge or lay off an employee who has been in his service for three months or more without giving him at least one week's written notice. "Lay-off" is defined as a temporary dispensation by an employer with the services of an employee for a period exceeding six consecutive days. One week's wages may be given in lieu of notice. This requirement applies to all occupations except farm labour and domestic service.

In respect of the period of notice, the employer must pay to the employee his actual earnings during the week or a week's normal wage, exclusive of overtime, whichever is greater. Where an employee's wages vary from week to week, his average weekly wages, excluding overtime, for the preceding four-week period may be taken as his normal wages.

In Quebec, under Section 1668 of the Civil Code, a domestic servant, journeyman or labourer engaged by the week, month or year who intends to leave his employment must give a week's notice if hired by the week, two weeks if by the month, and a month's notice if by the year. The employer must give similar notice where an employee's services are no longer required. However, a worker may be discharged without notice if he is paid the full amount

of wages to which he would have been entitled had the required notice been given.

Some decrees under the Quebec Collective Agreement Act require the giving of notice on termination of employment.

Fair Wages

During the 1951-1960 period, British Columbia revised its fair wage legislation, the legislation enacted to ensure the payment of fair wages on government contracts. New Brunswick adopted a fair wage law and the federal Government amended the regulations under the Fair Wages and Hours of Labour Act.

No new principles were introduced, however. The basic philosophy of this type of legislation is that workers engaged in government construction work should be paid such wages as are generally accepted as current in the district.

In 1951 British Columbia passed the Public Works Fair Wages and Conditions of Employment Act, which incorporated the fair wage policy first adopted by a resolution of the Legislature in 1900 and the provisions of the former Public Works Wages Act, which was designed to ensure the carrying out of the fair wage policy by empowering the Government to withhold any payments due to a contractor who had failed to pay proper wages.

Under this Act, all persons employed by a contractor or subcontractor on Government construction work must be paid "fair wages" and their working hours may not exceed eight in a day and 44 in a week, except in emergencies. The same conditions must be observed on public works subsidized by the Government.

"Fair wages and conditions of employment" are defined as the wages and conditions of employment that are generally accepted as current for workmen in the district in which the work is being performed. If the work is to be carried out in a district where no current wages or labour conditions have been established, the Minister of Labour may set the rates of wages and conditions under which persons working on the contract are to be employed. Any dispute as to what wages are to be accepted as current may be referred to the Minister for settlement.

One of the major changes made by the new Act was to centralize the fair wage policy for public works contracts in the Department of Labour. Under the previous legislation, wage clauses had been inserted in public works contracts by the contracting department, which was also responsible for their enforcement. The responsibility of

In the other seven provinces, the common law principle that either party is entitled to "reasonable" notice is generally followed. What is reasonable is usually determined by the pay period.

determining what was a fair wage had been left to the Department of Labour. Under the present Act, responsibility for administration rests entirely with the Department of Labour.

The Minister may require a contractor to file with him, not later than the 15th day of each month, a list of his workmen, showing their wage rates, and the amounts paid and owing to each employee for the previous month. An employer who fails to submit the required information is liable to a penalty. The Minister, however, may waive this penalty or reduce the amount as he sees fit.

The New Brunswick Fair Wages and Hours of Labour Act, which was enacted in 1953, also requires contractors and subcontractors engaged in construction work for the provincial Government to pay their employees "fair wages". By "fair wages" is meant the current wages paid to other workmen performing the same class of work in the same district.

As under the British Columbia Act, a contractor must observe an eight-hour day and a 44-hour week. Apart from the hours set in industrial standards schedules, which cover only designated trades in a few areas, this is the only legal limitation on hours of male employees in New Brunswick. Hours may be extended only with the permission of the Lieutenant-Governor in Council or where an emergency is declared by the Minister. The Lieutenant-Governor in Council has authority to fix an overtime rate in such cases.

A government department or Crown corporation contemplating the letting of a contract must advise the Minister of Labour of the nature of the work and the classes of employees likely to be employed. It is the Minister's responsibility to prepare fair wage schedules that will apply to the work to be done. If the same class of work is not being performed locally, the Minister may prepare minimum wage schedules instead.

As is the practice in other jurisdictions, the contractor is required to post fair wage schedules and to keep records of wages. Departmental inspectors inspect public works projects and if any violations are disclosed may direct payment of wages due. If necessary, the Minister may withhold up to 25 per cent of the payments owing or such

lesser amount as he deems sufficient to satisfy the wage claim. Before final settlement, the contractor is required to submit a sworn statement that wage rates have been in accordance with the schedule and that no wages are in arrears.

In 1960, the regulations under the federal Fair Wages and Hours of Labour Act were amended by the addition of a new provision regarding overtime. Unless the Minister of Labour orders otherwise, employees working

on federal Government construction contracts must be paid time and one-half the wage required to be paid under the contract for hours worked beyond the 44-hour weekly limit set by the Act. This premium rate is also payable for all hours worked in excess of eight in a day, if the Minister so orders. Previously, no specific overtime rate had been set, but the Minister had authority to set an overtime rate under special circumstances.

Part 2 - Private Employment Agencies

In the past decade, Manitoba, British Columbia and Ontario replaced their legislation dealing with private employment agencies to take changing conditions into account. All three new Acts provided for government regulation of employment agencies in order to prevent abuses.

Manitoba's former legislation, first enacted in 1918, had provided for the establishment of a Government Employment Bureau and prohibited the operation of any private fee-charging agency. In 1950 provisions regarding the Government Employment Bureau were repealed in view of the operation in the province of offices of the National Unemployment Insurance Act, and a new statute, the Employment Services Act, was enacted. It provides that every employment agency operated by a person, association or municipal or other corporation must be licensed by the Department of Labour, whether or not it charges a fee, and the licence must be renewed annually.

The earlier legislation in British Columbia and Ontario, also passed between 1910 and 1920, provided for the licensing of private employment agencies. In other provinces laws were enacted in the same period prohibiting the operation of private fee-charging employment agencies altogether. Such laws are still on the statute books in Alberta, New Brunswick, Nova Scotia and Saskatchewan. In Quebec, the first such law, passed in 1910, provided for a Provincial Employment Service, and prohibited the operation of any private agency without a licence. The Provincial Employment Service has been continued. Services to job seekers and employers are provided free of charge.

British Columbia replaced its legislation in 1955. The Employment Agencies Act enacted in that year requires employment agencies to register annually with the Department of Labour, and prohibits an agency from charging any person seeking employment a fee for procuring employment for him or for providing him with information regarding employment.

As a result of considerable criticism of private employment agencies in the late 1950's, Ontario repealed its legislation in 1960 and enacted a new statute, the Employment Agencies Act. The Act provides for government supervision of all employment agencies, through the requirement that every agency, including any person carrying on a counselling or aptitude-testing service, must obtain a yearly licence from the Department of Labour.

The Employment Agencies Act provides only a framework of rules for the licensing and supervision of employment agencies, leaving more detailed requirements to be prescribed by regulation. Among the matters to be dealt with by regulation are the qualifications of applicants for licences, the fee that may be charged by employment agencies, and provision for inspection.

With respect to the qualifications required of an applicant for a licence, the Act lays down the general criteria that an applicant must pay a licence fee, furnish security and satisfy the Supervisor of Employment Agencies (the licensing authority) that he is "worthy of public confidence". Where, after a hearing, a licence is refused, suspended or revoked, an appeal may be lodged in the County or District Court.

Like some of the earlier legislation, the Manitoba and British Columbia Acts permit some exceptions, exempting registered trade schools which try to secure employment for their students, and agencies which operate for the sole purpose of hiring employees for one employer. Trade unions are also exempted in British Columbia.

In British Columbia and Manitoba, an employment agency is prohibited from sending any person seeking work to any place of employment where a legal strike or lockout is in progress without informing him of the fact.

The British Columbia legislation contains definite requirements concerning the keeping of records and makes provision for

(Continued on page 40)

Employment Adequacy of Older Persons

Many older workers can and do perform successfully far into advanced years but with advancing years kind of jobs they can hold down will change and range of jobs they can do will narrow, says Ewan Clague, U.S. Bureau of Labor Statistics

Many older workers can and do perform successfully far into advanced years; the kind of jobs they can hold down will change with advancing age, and the workers must therefore shift jobs and occupations in order to continue to be effective workers; and, "with advancing age, the range of jobs that can be performed successfully becomes narrower and more limited; so, there is a need for a constant matching process by which the useful powers of the aging worker can be fitted into jobs that he can perform well," said Ewan Clague, Commissioner of Labor Statistics, United States Department of Labor, in an address to the 10th Anniversary Meeting of the National Committee on the Aging.

"Industry in general does a good job of protecting older workers who are already employed," he said, and pointed to statistics derived from a study by his Bureau of the installation of electronic data processing in 20 offices. The results of the study were published in a bulletin, *Adjustments to the Introduction of Office Automation*.

About 2,800 employees were in the units affected by the new electronic data processing; 1,500 of them had no change at all in their jobs; nearly 900 had their positions changed, either through reassignment within the unit or through transfer to other units of the company. The remaining 400 left the companies, about three fourths of them by quitting and the others by retirement, death or layoff; only nine were laid off.

Slightly less than half of the workers under age 45 were kept in their old positions; nearly 70 per cent of the workers over age 45 were retained. One third of the younger group were reassigned or transferred compared with one fourth of the older group. Nearly 18 per cent of the younger group were separated, only 7 per cent of the older group. The greater majority of the older group who were separated retired, less than 1 per cent were voluntary quits, and none of this group was laid off.

The Commissioner enumerated three dimensions of the older worker problem. First, people are different: some older workers are excellent, some just good, and some aren't good. "Perhaps the last group never were very good. If they weren't good workers in their thirties, why should we expect them to be so in their sixties?"

Second, as there are differences among workers, so there are differences among jobs, in the qualifications and requirements needed to perform them satisfactorily. Older workers cannot, any more than younger workers, perform adequately in any job that happens to be open, Mr. Clague pointed out. "If the job is different from those he has held before, it may be quite beyond the range of his capabilities."

This brings up the third dimension: change over time, both in a man's abilities and in the job. A man can work and earn a living in any one of the three ages of the working man—18-45, 45-65, 65 and over—"but it is a rare individual who can perform at high-level competence in all three periods in the same occupation..."

To make it more complicated, new materials, new inventions and new methods all produce changes in the work to be performed.

Many workers are in jobs that will require substantial readjustment when they are about age 45, because the type of work in which they are successful in their younger years will not be available to them after they have reached their physical peak. These workers may need to take training or re-training, or further education, or make other readjustments to enable them to hold down a new job or occupation.

As for the worker beyond age 65, the fact that a person is old does not constitute evidence that he cannot work successfully, but it is equally true that his declining capacities are continually narrowing the fields in which he can work.

"So the problem of the older worker in general is that they face the prospect of having to adjust their declining capacities to new and different jobs and occupations," which means periodic shifting, of men and jobs.

Here Mr. Clague quoted U.S. Secretary of Labor James P. Mitchell:

"Employment policies in America must be based on the individual, not on any group myth. The nation must not be deprived of an invaluable resource, the proven ability of its older workers, at a time when we are in a global economic contest."

Continuing Education for Women

Most women, like men, complete their education or vocational training before entering the labour force as youthful workers, but most women work for only a few years following their schooling then quit the labour force for 15 years

Most women, like men, complete their education or vocational training before entering the labor force as youthful workers. But most women work only a few years following school, then drop out of the labor force for 15 to 20 years while rearing a family. Family and home management could be construed as job experience only in a limited number of fields—possibly including nursing, dietetics, and hotel management; skills once learned in other fields rarely survive 20 years of cold storage. Therefore, some writers suggest that a new approach to vocational education of women appears necessary; young women might be counselled to acquire skills which will keep; higher education might be delayed until just before re-entry into the market; refresher courses or intermittent work experience might be offered to women during their housebound years.¹

Some of these newer approaches are illustrated by experiments in continuing education for women recently developed in a number of universities in the United States.

Late in 1959, with the aid of the Ford Foundation, a pilot project was launched at Douglass College of Rutgers, the State University of New Jersey, to test ways and means of retraining women for professional work after their children are grown. Initially, efforts are being centred on tutoring former housewives for jobs in the field of mathematics; later, studies will be extended into other fields.

A comprehensive program for the continuing education of women at the University of Minnesota is a first attempt to use all the resources of a university to fit the life cycle and time-table of adult women. Special scheduling of courses and experimental teaching methods are being tried, at first in courses of special interest to women in two categories—homemakers, housebound by family responsibilities who wish to complete a university degree and employed women whose primary interest is cultural growth.

About 190 students registered up to the fall of 1960. Their ages range from 18 to 62; some are single while one woman has a husband and seven children. Their educational backgrounds vary from high school graduation to some work toward a PhD. Their ambitions are equally varied. Personal enrichment, vocational upgrading, bachelor's

degrees, higher degrees and career changes are all frequently mentioned.

Another goal is to help all under-graduate students prepare for lives that will include a career, marriage and responsibilities to the community. Since this goal conflicts with traditional attitudes, group discussions rather than the lecture method have been adopted in the class room. The response has been enthusiastic; senior students have commented that they have never before had a chance to think out these questions under the guidance of a trained person.

The Institute of Independent Study, to be inaugurated at Radcliffe College, Harvard University, in the fall of 1961, is designed to give highly educated women new opportunities and a professional outlet for their talents.

One group of women, to be called "associate scholars", most of them PhDs, will be required to show that they have in mind "purposeful activity in a specific field of work." Twenty "scholars" are to be selected in 1961 and paid \$3,000 a year for part-time attendance at the Institute. It is expected that most of them will be talented women whose careers have been interrupted by marriage or some other circumstance, and who find it difficult, if not impossible, to return to sustained intellectual activity. The Institute will assure them time free from personal pressures and obligations, a place to work, all the facilities of a great university, and the companionship and guidance of renowned authorities in many fields.

In addition to the "associate scholars," it is also intended to bring together a smaller group of distinguished women who have already done notable scholarly or creative work. Known as "resident fellows," they will come from any part of the world and live at the college for periods of from one to five years, having the opportunity to pursue some long-range research or artistic project they might not otherwise be able to enter upon. It is also hoped that they will act as a subtle but powerful force in the lives of undergraduate and graduate students, by giving them a longer view of their own future. These women will be paid \$10,000 a year.

1. *The Changing Woman Worker* by Georgina M. Smith, Institute of Management and Labor Relations, Rutgers 1960, page 14.

50 Years Ago This Month •

Edmonton Trades and Labour Council requests investigation of conditions in the construction camps along route of Grand Trunk Pacific Railway west of the city and F. J. Plant of the Department of Labour sent to investigate the complaints

Bad living conditions and prevalence of typhoid fever in the construction camps along the line of the Grand Trunk Pacific Railway west of Edmonton, insufficient food and poor accommodation for the men while en route to their place of employment, and delay in paying those who had been laid off or had quit their jobs were complained about in a letter from the Edmonton Trades and Labour Council received by the Minister of Labour on October 10, 1910.

The letter referred to "disgraceful" conditions, which had been "going from bad to worse for some months;" an epidemic of typhoid fever that had been going on in the camps all the summer, and from which "many men have died;" and "scores of cases" in which the Board of United Aids in Edmonton had had to advance money to men to tide them over until their pay cheques came.

The letter asked for a thorough investigation of the matter by the Department. The Secretary of the Trades and Labour Congress of Canada, P. M. Draper, also wrote to the Minister on October 19 supporting the request for an inquiry.

As a result of these representations, an officer of the Department, F. J. Plant, was sent to Edmonton to investigate the complaints. His report was published in full in the *LABOUR GAZETTE* of January 1911.

Mr. Plant stayed in Edmonton from November 16 until November 21 making inquiries and interviewing a number of persons, then went to Wolf Creek, 117 miles further west. There he first visited the main offices of the contractors for the mountain division of the GTP, and then went on to see the camps for himself.

Besides making a thorough inspection of the camps, he had meals with the men during his stay. As a result of his investigations he decided that there was nothing to support any serious complaints about living conditions.

Mr. Plant next investigated the complaints about inadequacy of food and accommodation on the train from Winnipeg to the place where the work was going on, a journey that took about two days. He found that the men were commonly hired through employment agencies in Winnipeg and else-

where; had their train fare of \$10 advanced to them, to be deducted from their first month's pay; and were expected to provide themselves with food for the trip.

The fact that a good many of the men had not provided themselves with food was apparently the chief cause of hardship on the trip. Although there was a good deal of testimony to the effect that the men had been warned that they must supply their own food, many contended that they had not understood this.

An employee of the contractors who accompanied the men on these trips stated that he told the men to bring food with them. Many had done so, he said; but others had bottles of liquor, which, the report said, "they claimed were all they desired."

The report said that the proper way would be to provide food for the men when a journey took more than two days. It also advised that the men's baggage be checked at the beginning of the journey and given to the owners at their destination. This, it was suggested, would help to prevent desertion en route, which the employers complained was common. One of the men's complaints was that they were locked in the train at Edmonton station. This, the railway company said, was to prevent them from "being left behind."

On investigation, Mr. Plant found that the complaints of delay in paying wages of men who had left the work applied to the Grand Trunk Railway, which was doing the track-laying and ballasting, and not to the contractors, who were responsible for the grading. The delays appeared to be partly due to the company's cumbersome method of payment.

Investigating the complaints of typhoid fever, Mr. Plant found that out of 60 cases brought to hospitals in Edmonton during August, September and October, only 14 patients were men who had been working on the railway.

Visiting the hospitals set up to serve the camps, he found that from April 1 to November 25, 1910, there had been 253 fever cases, of which 25 had been fatal.

To put the matter in perspective, the report pointed out that during this period there had been an average of about 2,500 men in the camps at all times, and a turnover of about 10,000.

INTERNATIONAL LABOUR ORGANIZATION

Investment in Training and Education Said Urgently Needed for World Peace

ILO Director-General says training in skills together with education to equip peoples of developing nations with capacity to understand the changes going on are of first importance and cannot await a solution of problem of disarmament

Education and training, coupled with an adequate understanding of the changes going on in the world, are of "the first importance at the present phase of world development," especially in the underdeveloped countries of the world, David A. Morse, Director-General of the International Labour Office, told delegates to the international congress marking the 80th anniversary of the Organization for Rehabilitation through Training.

A massive investment in training and education is urgently needed to overcome the threats to world peace and cannot await solution of the intricate problem of disarmament, Mr. Morse declared.

Attempts at industrialization of the underdeveloped countries without proper consideration of the human factor in that development could lead to dislocation and disorder, he said.

There were two parts to the problem: First, people must be equipped with the necessary skills—mechanical, scientific and technical knowledge. "It is estimated," said Mr. Morse, "that the underdeveloped countries need quickly an additional one million highly trained technicians, administrators and managers—what we would call 'strategic manpower'—if they are to be able to absorb investment adequate to maintain an acceptable minimum of economic growth, a minimum which would insure that production keeps a little ahead of population growth.

"This requires a massive investment in training and education. Moreover, to this is to be added the need for many more millions of skilled workers whose training must be organized."

The second part of the problem, Mr. Morse pointed out, is that people must be equipped with the capacity to understand the changes going on around them constantly, to make themselves a conscious part of the process of change, and to build

together the kind of institutions through which they can control and channel economic growth.

"A purely technical education alone is not enough. Indeed, it may be a dangerous thing if not balanced by a social education which gives a better understanding of the new world technology is helping to create."

Mr. Morse said that new forms of human co-operation need to be developed: the institutions of an industrial society—trade unions, industrial organization, the structure of industrial relations, a new organization of social security.

In this there is no universal pattern to be followed; each people must work out its own course. "But education is the root of the capacity for any people to work out its own salvation.

"Without a sound basis of social education among its leaders," continued the speaker, "any community whose traditional way of life is disturbed by new forces will fall into the void of unreason, fantasy and violence. Social education is today, in my view, the most essential underpinning for the growth of freedom in the newly-emerging countries."

Mr. Morse described as "one of the great revolutionary acts of our time" the decision of the major industrial powers to share their wealth and knowledge with the developing countries in a program of aid for economic development.

But the "great and immediate" changes brought about by the programs "strain the fabric of stability, peace and freedom. Great expectations of a better future have been aroused among the peoples of the underdeveloped countries; yet the means of fulfilling these expectations have not yet been created . . .

"This is why education and training are of first importance at the present time."

The Trade Union Situation in the United States

"The trade union movement in the United States is a strong force in the economic, social and political life of the community. With few exceptions trade union rights are secure and freedom of association is a reality." This was one of the findings of a mission sent by the International Labour Organization to study freedom of association in the United States, the report of which has just been published.

The mission was one of a series that has been undertaken by the ILO, in accordance with a decision of the ILO Governing Body in March 1958 (L.G. 1958, p. 385), to provide for a continuing survey of conditions relating to freedom of association in member states. The surveys are being made on the spot at the invitation of the governments of member countries, and the United States was the first country to invite the ILO to make such a survey.

The mission, headed by John Price, Chief of the Freedom of Association Survey Division of the ILO and Special Assistant to the ILO Director-General, was in the United States from March to June 1959. It spent some time in Washington and New York, and visited 21 other cities in 12 states.

It met officials of government agencies, trade union leaders and members, leaders and members of employers' organizations, labour arbitrators, university professors, journalists, and others; visited factories; attended union meetings; and was present at meetings of congressional commissions.

The mission's report, pointing out that the nature of the trade union movement in any country can be understood only as part of that country's national life, emphasized that "one of the important things to remember about the American trade unions is that they are American."

American trade union membership amounts to some 18,000,000—about a third of the non-agricultural working force—organized in nearly 80,000 local unions, most of which belong to national unions covering a particular occupation or industry, the report states. There are nearly 200 of these national organizations, most of which are affiliated with a single federation, the AFL-CIO.

The report contains a thorough analysis of American labour legislation, but it points out that it is not easy to give a clear picture of the law relating to freedom of association owing to its extent and the various jurisdictions involved.

Although the mission believed that the trade union movement in the United States had grown to its present position of power

and influence "largely with the aid and stimulus which the laws have provided," it raised the question of how far freedom of association is adequately protected by the law in its present form.

The report states that "the law certainly lays down the principle of freedom of association and establishes machinery for its protection," but it notes the contention of the unions that it does not fully safeguard freedom of association in practice.

A chapter in the report is devoted to labour-management relations and the attitude of employers toward the trade unions. The question is how far attempts by employers to restrict union activities are attacks on the unions' existence, and how far merely part of management's resistance to claims for increased wages and benefits.

Regarding the right of association and trade union freedoms, the mission believes that the employers do not now object to these rights, and it remarks that both the Chamber of Commerce and the National Association of Manufacturers advocate full recognition of the right to organize.

The report adds that the employers' efforts have the twofold aim of containing the growth of the power of the unions, and of circumscribing the unions' activities in order to protect themselves against certain abuses they complain of, and against encroachments on what they consider their prerogatives.

A chapter of the report is devoted to the question of the extent to which the individual member is free to take part in the life of his union, to elect his own representatives, and to take a share in framing the union's policies and aims. It examines conditions of membership, union democracy and corrupt practices. In general, the mission found that limitations by unions on the right to join a union were exceptional.

Regarding union democracy, the facts show that the American labour movement is a democratic one, the mission says. Although instances of proven corruption on the part of a number of union officials have occurred, the extent of corrupt practices in the American labour movement appears to be relatively small.

"The existence of a powerful American trade union movement is a fact. Its participation in all phases of American life, although not uncriticized, is not in danger," the report concludes. The existence of a powerful body of trade unionists is itself a bulwark protecting the right to organize against attacks from any quarter.

The Trade Union Situation in the U.S.S.R.

"While carrying out their functions in regard to planning and organizing of production, and while continuing their efforts for the protection and welfare of the workers, the unions remain one of the pillars of the Soviet system," says the report of the ILO mission to study freedom of association in the Soviet Union. The report has just been published.

The mission, one of the same series as that sent to the United States (see facing page), was in the Soviet Union from August 24 until October 23, 1959. The head of the mission, John Price, who also headed the mission to the United States, visited Russia again for two weeks in August 1960.

The mission met government officials, leaders and members of trade unions, directors of industrial enterprises, and others; visited factories, state and collective farms, and numerous trade union social institutions—palaces of culture, sanatoria, etc.—and attended trade union meetings.

At the beginning of its report the mission says that the structure, functions and rights of the Soviet trade unions cannot be properly appreciated unless the economic, political and social structure of the Soviet is taken into account, and "the situation of the Soviet trade unions can only be clearly understood if the differences between the conditions of private capitalism and those of the Soviet state are considered."

The report adds: "The fact that private ownership of the means of production has been abolished is, in the Soviet view, of cardinal importance for an understanding of the situation of the Soviet trade unions and of the problem of freedom of association..."

Every worker in the Soviet Union is held to be participating in a common effort to raise the standards of living for everybody. His private interests and the sectional interests of his industry or locality are supposed to be submerged in those of the country as a whole.

In examining the place of the unions in the Soviet system today, the mission says: "To the Soviet mind, the nature of the relations between the Communist Party and the trade unions rules out any idea of subordination imposed from above. The Party exercises its influence on trade unions through members of the unions who are also members of the Party..."

The report adds that "The performance by the unions of major functions of a public character is not supposed to affect the independence of the union movement vis-a-

vis the Government or the free exercise of their trade union rights. It does, however, imply constant co-operation between the authorities and the unions at all levels."

Although the unions are distinct from the Government they nevertheless play an important part in helping to run the country. "There can be no doubt that in accordance with their rules the trade unions, like all other bodies in the Soviet Union, have to follow the leadership of the Party in their policies and activities."

The trade unions in the U.S.S.R. are required to exercise not only the traditional trade union functions but also functions that in other countries are discharged by the state, the mission says. "This dual position... accounts for the considerable power and influence which the Soviet trade unions enjoy."

There are 22 trade unions, with a total of about 53,000,000 members in the U.S.S.R., which are organized vertically for the whole country on the two principles that all persons employed in any one factory, state farm or other institution belong to the same union, and that each union comprises the employees of one segment of the national economy. The supreme body of the trade union movement in Russia is the U.S.S.R. Congress of Trade Unions, which elects the central body of the trade union organization, the All-Union Central Council of Trade Unions.

Union membership is not compulsory, the report says, but "membership brings with it a number of privileges which act as a powerful incentive."

Regarding collective agreements, the mission says that the factory or local committee enters into an agreement with the management of the undertaking on behalf of the wage earners and salaried employees, including engineers and technical staff. Agreements are renewable annually and apply only to the undertaking concerned. There are no national agreements.

As to the contents of these agreements, the mission says: "The subjects dealt with in collective agreements include the obligation of the management and the factory committee to fulfil production plans, develop socialist emulation and extend the use of advanced techniques... The agreements also relate to the conditions and methods of wage payment and the fixing of output standards, training, labour discipline, labour protection and safety techniques, housing and welfare, catering arrangements and cultural facilities."

The mission did not hear of any instances of collective stoppages of work to defend the interests of the workers or to obtain better working conditions. "The persons with whom the mission discussed this matter simply stated that strikes were not pro-

hibited by law in the Soviet Union, and that in any case the workers did not have to resort to strike action, and there was nobody for them to strike against, since the means of production belonged to them."

Study Conference on Labour-Management Relations

Richard Thrasher, Parliamentary Secretary to the Minister of Labour, headed the Canadian delegation to the study conference, sponsored by the International Labour Organization, held in Montevideo, Uruguay, from November 3 to 12. André Potvin, Second Secretary and Vice-Consul, Canadian Embassy, Montevideo, was the other government delegate.

Employer Delegate was Jacques Gagnon, Manager, Industrial Relations Division, Aluminum Company of Canada, and Worker Delegate was Honoré Lorrain of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

The four main topics on the agenda were: the part played by legislation and collective bargaining in determining working conditions and settling labour disputes; dismissal and layoff procedures and job security; measures that can be taken in establishments to promote good relations between management and staff; and contributions of universities and research and training institutions to the improvement of labour-management relations.



Richard Thrasher

Seven New African Republics Join ILO

Between November 4 and December 13, seven newly independent African nations joined the International Labour Organization, bringing membership to 96.

The Senegal Republic became the 90th member, Congo (Brazzaville) the 91st, Chad Republic the 92nd, Somalia the 93rd, Ivory Coast the 94th, Upper Volta the 95th, and the Republic of Dahomey the 96th.

Labour Legislation of Past Decade

(Continued from page 55)

inspection by the Department of Labour. Record-keeping requirements are also to be set out in the Ontario regulations.

It is of interest to note that a 1959 amendment to the Unemployment Insurance Act repealed a provision in that Act authorizing the making of regulations for the control and licensing of private employment agencies, indicating that the matter was considered a provincial responsibility.

In Quebec, besides the employment offices run by the Provincial Government (29 of

which were in operation in 1960), the Employment Bureau Act permits the carrying on of employment agencies, subject to certain conditions, by religious and charitable groups, trade unions, and employers who have their own employment office. These conditions are that an annual permit must be obtained from the Minister of Labour, a register must be kept, and no fee may be collected from any person seeking employment. At the end of March 1960, 222 of these permits were in force.

147th Session of Governing Body

At its 147th Session in mid-November, the Governing Body of the International Labour Office decided to put technical assistance on the agenda for the 1961 International Labour Conference. It also agreed to the establishment by the ILO of an International Vocational Training Information and Research Centre.

The request for such a centre had come from the Council of Ministers of the Council of Europe. Financing of the Centre will be assured mainly by the Council.

The Centre's function will be to make research into vocational training and to provide interested organizations with information.

The information and research work of the Centre will be concerned with the various groups of personnel requiring vocational training, whether basic or supplementary. Information will thus be collected on the subject of training programs and practices relating to, for instance, unskilled, specialized and skilled industrial personnel, office staff and supervisors.

It will also include the training of personnel at the corresponding levels for repair and maintenance of agricultural equipment, and as a second step for other agricultural tasks including work in the forestry industry. Moreover, the Centre will study basic as well as continued and further training of young persons and adults, undertaken with a view to upgrading and promotion.

Included in the scope of the Centre will be all types of training, whether provided in undertakings, specialized centres, or in other training institutions. The Centre will collect and analyse information about methods and programs of selection and training of personnel and of teachers and instructors.

The Centre will begin its activities from the beginning of 1961. Its creation was approved by the Governing Body by 33 votes to 2, with one abstention.

The Governing Body decided to put on the agenda of the 1962 Conference two technical questions: (1) Prohibition of the sale, hire and use of inadequately guarded machinery; and (2) Termination of employment (dismissal and laying off).

Among other matters, the Governing Body adopted two reports of its Freedom of Association Committee, including its conclusions on allegations of the violation of freedom of association in various countries; and it fixed the agenda for different meetings, such as the next session of the Chemical Industries Committee and the Ad Hoc Tripartite Meeting for the Printing and Allied Trades.

It also examined a report on the functions of the International Occupational Safety and Health Information Centre, which was set up just over a year ago.

First Director of International Institute of Labour Studies

Sir Douglas Berry Copland of Australia has been appointed the first Director of the International Labour Office's International Institute of Labour Studies, effective May 1961. The appointment was announced by David A. Morse, Director-General of the ILO.

Sir Douglas was Australian High Commissioner to Canada from 1953 to 1956.

Establishment of the Institute was unanimously approved March 1, 1960 by the ILO Governing Body during its 144th session (L.G., May 1960, p. 463).

The Institute aims to provide opportunities for study to persons having responsibility in various spheres of labour and social policy, so as to promote a fuller understanding and exchange of experience on these matters. Public servants, trade unionists, industrialists, agricultural leaders,

leaders of the co-operative movement, educators and professional people having experience of and responsibility for questions of labour policy will be enabled to participate in study cycles and round-table discussions. The institute will also promote new research on matters within its sphere of interests.

Up to November 18 a total of \$875,000 had been contributed to the Endowment Fund of the Institute. One donation, \$750,000, came from the Federal Republic of Germany. The Government of India contributed \$100,000; the Government of Tunisia, \$5,000. A group of Peruvian employers has sent in \$10,000, and the National Confederation of Industry of Brazil has offered \$10,000 as a first instalment toward a larger contribution.

TEAMWORK in INDUSTRY

The Regina General is the 43rd hospital in Canada and the sixth in Saskatchewan to set up a labour-management co-operation committee. Known as the Regina General Hospital Advisory Council, it was established jointly by management and employee representatives of Local 176, Regina Hospital Employees Association (CLC).

Personnel Officer B. E. Wilford reports that considerable interest and enthusiasm are being shown both by council members and the staff at large. "There are strong indications that we can expect a successful future for this new venture," he said.

Alex Cochrane, Business Agent for the Employees Association, vouched for the level of support the council could expect from Local 176: "It is our intention to co-operate with management to the fullest extent," he declared.

* * *

According to union and management spokesmen at Hinde and Dauch, Limited, Winnipeg, the Safety Team Contest introduced last year has created considerable interest and friendly rivalry among all employees, including management, production and office staffs.

Safety Co-ordinator Lance Paulley stated that though no one knows what team he is on, each employee has the privilege of checking up any person, including senior management personnel, whom he notices committing an unsafe act. The "informer" actually receives additional credits for "turning in" the culprit, by reporting what he saw to the safety co-ordinator. Players are fined so many points for injuries, unsafe acts and lost-time accidents. Should an employee fail to report his injury to a supervisor or the safety co-ordinator, the penalty charged against him is doubled.

Contest periods run for six months, at the end of which time cash awards are presented to each member of the team with the lowest number of points against it.

* * *

Only through a well-organized system of joint consultation and regular labour-management committee meetings can the full value of employer-employee co-operation be realized, claims Harry Livingstone, Manager of Personnel Administration for L. E. Shaw Ltd., Halifax.

"Unless such things are organized," he said, "there is not the same need or pressure to sit down and take advantage of them."

Co-operation between the company and its employees, members of the National Union of Brickyard Workers, was first introduced to L. E. Shaw Ltd. in 1949 when a labour-management production committee was set up at the firm's main plant in Lantz, N.S. Joint consultation is currently being practised by three of the company's eight plants and is soon to be extended.

* * *

Transit Division of the Nova Scotia Light and Power Company in Halifax will be holding an Open House for employees and their families every two years from now on, says Superintendent L. Currie Young. More than 200 adults and children attended this year's event, the first of its kind ever staged by Transit. Promoters of the idea were the members of the division's labour-management committee.

Remarked Mr. Young: "Open House was a bigger success than we expected. It was the first opportunity the wives and children have had to see the husbands' and fathers' place of work. They were extremely interested in what goes on here."

Representatives of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America are among the members serving on the labour-management committee.

* * *

Speaking to a recent luncheon meeting of the Kiwanis Club in Winnipeg, Russ H. Robbins, business agent of Local 343, United Brotherhood of Carpenters and Joiners (AFL-CIO/CLC), declared that there was a great need today for an improvement in labour-management relations.

Among the proposals he put forward to achieve this was the suggestion that "consultation and discussion with shop stewards in your plant regarding your problems, as well as those problems and grievances brought up to the workmen's representatives, should help to establish a feeling of being part of an enterprise, and might lead to establishment of a labour-management production committee."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during November. The Board issued three certificates designating bargaining agents, ordered one representation vote, and rejected two applications for certification. During the month the Board received 15 applications for certification and allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of warehouse employees and drivers employed by Tippet-Richardson (Ottawa) Limited, Ottawa (L.G., Nov. 1960, p. 1140).

2. International Longshoremen's and Warehousemen's Union, Local 512, Canadian Area, on behalf of a unit of employees of Vancouver Wharves Limited, employed at the company's operation at North Vancouver, B.C., in the handling and warehousing of cargo and in the maintenance of plant equipment (L.G., Nov. 1960, p. 1140).

3. Maritime Airline Pilots Association, on behalf of a unit of stewardesses, despatchers, ticket agents, and general duty employees (cooks), employed by the Maritime Central Airways Limited, Charlottetown, P.E.I. (L.G., Dec. 1960, p. 1294).

Representation Vote Ordered

General Truck Drivers' Union, Local 879 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Leslie Armstrong Mail Service, Owen Sound, Ont., respondent (L.G., Nov. 1960, p. 1140) (Returning Officer: A. B. Whitfield).

Applications for Certification Rejected

1. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Kingcome Navigation Company Limited,

Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Dec. 1960, p. 1293). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in a representation vote conducted by the Board.

2. Ready-Mix, Building Supply, Hydro and Construction Drivers, Warehousemen and Helpers, Local Union No. 230 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Ottawa Pre-Mixed Concrete Limited, Ottawa, respondent, and Canadian Construction Workers' Union, Division No. 1, NCCL, intervener (L.G., Dec. 1960, p. 1294). The application was rejected because, in the opinion of the Board, the business operated by the company does not fall within the provisions of Section 53 of the Industrial Relations and Disputes Investigation Act and therefore does not come within the jurisdiction of the Board.

Applications for Certification Received

1. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard tugboats operated by Foundation Maritime Limited, Halifax, N.S. (Investigating Officer: D. T. Cochrane).

2. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard vessels operated by the National Sand & Material Company Limited, Toronto, Ont. (Investigating Officer: R. L. Fournier) (see item 12, below).

3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 419, on behalf of a unit of mail pick-up and delivery drivers employed by John A. Snow, Willowdale, Ont. (Investigating Officer: A. B. Whitfield).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by Upper Lakes Shipping Limited, Toronto, Ont. (Investigating Officer: C. E. Poirier).

5. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by Scott Misener Steamships Ltd., Port Colborne, Ont. (Investigating Officer: C. E. Poirier).

6. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by N. M. Paterson & Sons Limited, Montreal, Que. (Investigating Officer: C. E. Poirier).

7. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by Hall Corporation of Canada, Montreal, Que. (Investigating Officer: C. E. Poirier).

8. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by the Dominion Steel and Coal Corporation Ltd. (Dominion Shipping Division), Montreal, Que. (Investigating Officer: R. L. Fournier).

9. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by La Verendrye Line, Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

10. Civil Service Association of Canada, Ottawa-Hull Local Council, on behalf of a unit of heating and power plant employees employed by the Central Mortgage and Housing Corporation at its head office, the Laurentian Terrace, and the Strathcona Heights Development, all located in Ottawa, Ont. (Investigating Officer: B. H. Hardie).

11. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and work declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta, and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

aboard vessels based in Canada and operated by The Commercial Cable Company, New York, N.Y. (Investigating Officer: R. L. Fournier).

12. Seafarers' International Union of North America, Canadian District, on behalf of a unit of deck officers employed aboard vessels operated by the National Sand & Material Company Limited, Toronto, Ont. (Investigating Officer: Rémi Duquette) (see item 2, above).

13. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine officers employed aboard vessels operated by the National Sand & Material Company Limited, Toronto, Ont. (Investigating Officer: Rémi Duquette).

14. International Union of Electrical Workers, Local 424, on behalf of a unit of employees employed by the Northland

Utilities Ltd. and its wholly-owned subsidiaries, Northland Utilities (B.C.) Ltd. and Uranium City Power Co. Limited, Edmonton, Alta. (Investigating Officer: J. S. Gunn.)

15. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (Investigating Officer: Rémi Duquette).

Application for Certification Withdrawn

Canadian Brotherhood of Railway, Transport and General Workers, applicant, Canadian National Railways, respondent, and Brotherhood of Maintenance of Way Employees, intervener (hump yard, Moncton, N.B.) (L.G., Dec. 1960, p. 1294).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officer Appointed

During November, the Minister of Labour appointed a conciliation officer to deal with the following dispute:

Pacific Tanker Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

Settlement Reported by Conciliation Officers

1. Barnhill's Transfer Limited, Truro, N.S., and Locals 76 and 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. T. Cochran) (L.G., Dec. 1960, p. 1295).

2. Kitchener-Waterloo Broadcasting Co. Limited (Radio Station CKCR) Kitchener, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae) (L.G., Dec. 1960, p. 1295).

3. Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America, Local 5185 (office and technical employees) (Conciliation Officer: F. J. Ainsborough) (L.G., Nov. 1960, p. 1140).

4. Northern Wings Limited, Sept Iles, Que., and International Association of Machinists (Conciliation Officer: Rémi Duquette) (L.G., Sept. 1960, p. 923).

5. Island Fertilizers Inc., Charlottetown, P.E.I., and Labourers Protective Union No. 9568 (Conciliation Officer: H. R. Pettigrove) (L.G., Sept. 1960, p. 923).

Conciliation Boards Appointed

1. The Hamilton Harbour Commissioners, Hamilton, Ont., and the International Longshoremen's Association (L.G., Dec. 1960, p. 1295).

2. Trans-Canada Air Lines, Montreal, Que., and Canadian Air Line Flight Attendants' Association (L.G., Nov. 1960, p. 1140).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in September to deal with a dispute between Radio Station CHVC, Niagara Falls, Ont., and National Association of Broadcast Employees and Technicians (L.G., Nov. 1960, p. 1142) was fully constituted in October with the appointment of R. G. Geddes, Toronto, as Chairman. Mr. Geddes was appointed by the Minister on the joint recommendation of the other two members, R. V. Hicks, Q.C., and Miller Stewart, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

Board Report Received during Month

Canadian Pacific Railway Company, SS *Princess Helene*, and Seafarers' International Union, Canadian District (L.G., Dec. 1960, p. 1295). The text of the report is reproduced below.

Settlements Reached after Board Procedure

1. McAllister Towing Ltd. (Sincennes-McNaughton Division) Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Nov. 1960, p. 1142).

2. National Harbours Board (Fleet Department, Montreal Harbour) and Seafarers' International Union of North America, Canadian District (L.G., Nov. 1960, p. 1150).

Settlement after Strike after Board Procedure

United Grain Growers Ltd., Pacific Elevators Limited, Alberta Wheat Pool, Saskatchewan Wheat Pool and Burrard Terminals Limited, Vancouver, and Grain Workers Union, Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., Aug. 1960, p. 815). Stoppage of work occurred 12 a.m. November 8, agreement was signed November 29, and the employees returned to work on that date.

Report of Board in Dispute between

Canadian Pacific Railway Company, SS Princess Helene
and

Seafarers' International Union of North America, Canadian District

Sittings of the Board were held in the Admiral Beatty Hotel in the City of Saint John, N.B., October 25 to 28 inclusive, and again on November 1 to 3 inclusive. All members of the Board were present at all meetings and at the first sittings all of the members representing both parties were also present.

The first sittings were taken up in hearing a general submission on all the points at issue from the Union, the reading by the Union of a brief in support of its submission; the reply by the Company to such submissions and a reading by the Company of a brief setting forth its own submissions.

The Union proposals, six in all, are as follows:

1. A wage increase of 30 per cent.

During November, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between the Seafarers' International Union of North America, Canadian District, and Canadian Pacific Railway Company, SS *Princess Helene*.

The Board was under the chairmanship of His Honour Judge K. L. Crowell, of Bridgetown, N.S. He was appointed by the Minister on the joint recommendation of the other two members, E. Neil McKelvey, QC, Saint John, N.B., and Gerald N. Keddy, Halifax, N.S., nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. McKelvey. The minority report was submitted by Mr. Keddy.

The majority and minority reports are reproduced here.

2. Overtime to be paid for at time and one-half, and double time.

3. Overtime to be paid for in one hour and half-hour periods.

4. Reduction in daily work spread to eight hours per day within a spread of ten hours.

5. Annual leave to be increased in accordance with service.

6. Revisions and additions to the current agreements.

The Company proposals are as follows:

1. Elimination of room and board.

2. Ten-cent payroll deduction of union dues to cover costs of administration.

3. Overtime to be paid on minute basis.

4. Employees to be hired direct without reference to hiring hall.

5. Deletion of a clause requiring employees be discharged for non-payment of arrears in union dues.

Union Proposals

1. A wage increase of 30 per cent

In support of the above proposal, the Union referred to collective agreements it had with other steamship operators in Canada; these in the main were tankers, bulk freighters and general freight and cargo services operating on the Great Lakes, coastal and deep sea trades where the monthly rates of pay are considerably higher than those paid on the *Princess Helene*. The Union also referred to the west coast Company ships where the rates of pay were the same as for the east coast ship, the *Princess Helene*, for the years 1950-1953 inclusive, but where in the years 1959 and

1960 the west coast rates advanced considerably over the east coast rates. The Company on the other hand took the position that it could not recognize the above steamship operations as being comparable with the type of service supplied by the *Princess Helene*, which for the most part is a ferry service similar to the service supplied by the MV *Bluenose*, the *William Carson* and the *Abegweit*, all serving on the east coast, and where the monthly rates are for the most part in line with those paid on the *Princess Helene*. The Company further submits that the proper comparison of wage rates is with the general level of wages paid to similar services in the same area, consequently, there should be no comparison between wages paid on the west coast and those paid on the east coast. The Company further submits that this service is not self-supporting and that the total deficit sustained by this service over the past ten years is \$565,083, an average deficit of some \$56,000 in round figures and if the proposals of the Union were to be implemented in full, this annual deficit would be increased by an amount of some \$99,000. The wage increase of 30 per cent alone would add some \$48,400 to the annual average deficit. For these reasons, the Company states that it is in no position to increase wages at this time.

2. and 3. *Overtime at time and one-half and to be paid in one hour and half-hour periods.*

At the present time the overtime rate is \$1.45.2 per hour and is paid in fifteen minute increments. The Union requests that this be changed to time and one-half and payment to be made in hour and half-hour increments. This increase in overtime expense the Company submits would add \$6,700 to the annual average deficit.

As things now stand the men almost always work on statutory holidays which do not fall on their rest days. Under the present agreements a man who works on a statutory holiday receives pay for the time worked at the overtime rate above. When a statutory holiday falls on a man's rest day, he also receives eight hours additional pay at the overtime rate. The Union requests that double time be paid for work actually performed on statutory holidays and rest days and a day's pay at time and one-half in lieu of a holiday when it falls on a man's rest day.

The company indicated a willingness to agree to pay time and one-half for daily overtime actually worked and for time actually worked on statutory holidays.

4. *Reduction in daily work spread to eight hours per day within a spread of 10 hours instead of 8 hours within a spread of 12 hours.*

The Union is basing its claim for this change in the agreement because the men have no regular work watches and can be put to work and knocked off for an hour, and so on, for twelve hours per day. The Company submits that this is impractical since the return trip of the *Princess Helene* takes usually ten hours and the men have to be on duty a short time before sailing from and after returning to Saint John. The cost of this proposed change would, according to the company, cost \$39,700 in additional pay.

5. *Increased vacations*

The Union's request here is, in effect, three weeks' vacation with pay after five years' service, four weeks after fifteen years and five weeks after twenty-five years. Here again the Company estimates that the implementation of this request would cost an additional \$3,300. Under the present agreement they receive two weeks after one year and up to fifteen years and three weeks after fifteen years' service.

6. *Revisions and deletions*

These appear to be minor matters, all of which might very well be settled by negotiations with the parties, however at the request of the Union we shall deal with each separately later on in this report.

Company Proposals

1. *Elimination of room and board*

At the present time three meals a day are provided for all crew members and sleeping accommodation is made available for those who are off duty. The Company submits that this is a burdensome and unnecessary expense in the operation of the *Princess Helene* as most of the crew members live in Saint John where it docks every evening, so that the crew members can and do go home; sleeping accommodation is, therefore, not necessary and the only meal that must be taken away from Saint John is the mid-day meal. The Company is willing to negotiate with the Union for a *quid pro quo* for the elimination of this service. The Union is of the opinion that the Canada Shipping Act requires the Company to provide these services; further, it is apparently unwilling to negotiate for a *quid pro quo* for the taking away of these services.

The Company on the other hand is firmly convinced that the aforesaid Act contains no such requirement.

2. Ten-cent payroll deduction

The Company submits that the Union should pay for the services of having Union dues deducted at the payroll source and remitted to the Union and that ten cents per deduction is a very reasonable charge. The Union, however, having never paid for this service, does not think that it should assume any part of this charge.

3. Overtime on a minute basis

The Company contends that in most instances overtime is paid in shipping circles on the minute basis and further, that the present manner of calculating overtime is an added financial burden to the Company. (Refer back to the Union proposal on overtime.)

4. Employees to be hired direct

At the present time new employees are obtained through the SIU hiring hall. The Company submits that this method of obtaining new employees has not proven satisfactory and although it has the right to reject unsatisfactory employees offered by the Union, there is a responsibility on management to demonstrate that certain candidates are unacceptable. This usually means employing unsatisfactory personnel until such time as their deficiencies become apparent, a procedure which is costly to the Company. The Company further contends that the ship's officers, with their long experience of employing crew members, can do so more efficiently and with less expense than can the Union. The Union, on the other hand, is reluctant to make any change; it is afraid that men other than seamen may be hired from time to time; in that way some seamen may be replaced by non-seamen.

During the course of the hearings the Board attempted to determine whether there was any common ground between the parties on any of the matters in dispute and, for that purpose, held private meetings with the Company and with the Union. The Board could not find any major points on which there appeared to be any possibility of the parties reaching common ground at that time and are therefore in the position of having to make a report on the basis on which, in the Board's opinion, the terms in dispute should be settled.

The following are my recommendations as chairman:

Union Proposal No. 1—Wage increase of 30 per cent

Since 1952 all wage settlements between the Company and the Union respecting unlicensed personnel on the *Princess Helene*

have followed the settlement made by the Company on its railway operations with the various unions representing its non-operating employees. The unlicensed personnel on the *Princess Helene* come in daily contact with freight handlers at Saint John and Digby engaged in loading and unloading the vessel. These freight handlers are included in the non-operating railway trades and their scale of wages is comparable to the wages of personnel on the vessel performing comparable duties. The Company has established that the *Princess Helene* is operating in a deficit position and therefore claims inability to make any increase in wages. The Union representative admitted the Company had made a strong case of inability to pay. The Company is presently in dispute with its non-operating personnel and claims that if they receive any increase in wages it must come from an increase in freight rates approved by the Board of Transport Commissioners or by a subsidy from the federal Government. If the Company can obtain sufficient revenue from these or other sources to enable settlement to be made with its non-operating personnel, numbering about 120,000, it should be able to extend the same wage increase to the unlicensed personnel of the *Princess Helene* who number a maximum of 75 during the busy months.

Some comment should be made on the matter of comparative wages. The Union claims the proper comparison should be made with the wages paid by lake shipping companies and in other cost deep sea vessels and also those paid in the CPR west coast service. The Company claims the proper comparison is with other east coast ferries.

The fairest wage comparison appears to be that made by the Company.

The east coast ferries carry on services similar to those performed by the *Princess Helene*; the *Abegweit* running between New Brunswick and Prince Edward Island, The Northumberland Ferries running between Nova Scotia and Prince Edward Island, the *Bluenose* running between Yarmouth and Bar Harbour, Me., and the *William Carson* running between Nova Scotia and Newfoundland. Working conditions on these vessels are far different from those on lake and deep sea vessels. On the latter, seamen are required to be at sea for long periods of time and have infrequent opportunity to live at home; they spend most of their time on board ship. A seaman on a ferry, however, is able to live at home most of the time; in the case of the *Princess Helene* most of the employees live in Saint John

and are home every night. For those reasons the comparison proposed by the Union is not appropriate.

There is no justification for a comparison between the wages paid on the *Princess Helene* and those paid on the CPR west coast service. Prior to 1958 the wages paid on the *Princess Helene* were roughly comparable to the wages paid by the CPR on the west coast. We were told that the Union, while negotiating on the west coast in 1957 and 1958, claimed its wages there should not be tied to east coast wages because wage levels were generally higher in Vancouver than in Saint John. The Union's arguments prevailed on the west coast and, since 1959 wages paid on the west coast service have been higher than those paid on the *Princess Helene*. The Company filed a list of comparable rates in other industries showing that hourly wages in Vancouver are about \$1 higher than in Saint John. A wide wage disparity between different areas of the country is an economic fact in Canada. This is dictated by economic reasons beyond the control of any one company or any one union. A proposal for country-wide equality of wages is a failure to face the economic facts of life, except, apparently, in the case of railway operating and non-operating trades where the continuity of the undertaking has forced an acceptance of some degree of country-wide parity. Until the Maritime Provinces develop to the degree of economic development in British Columbia neither labour, management, white collar workers, small business men nor professional men can expect their remuneration to be as high as that enjoyed in British Columbia. We all hope, of course, that economic development will erase the differential but until it does claims for equality are impossible to achieve.

In my view a further comparison to be made is to compare the *Princess Helene* wages with those of the CPR non-operating employees exercising similar skills. In view of the nature of the *Princess Helene's* operations, hours of work and working conditions on the vessel are different from those of freight handlers who work in the dock sheds or other shore based non-operating personnel. The Company has submitted the following wage comparisons with non-operating personnel.

*All Personnel—Skilled and Unskilled
(per hour)*

| | |
|------------------------|--|
| <i>Princess Helene</i> | |
| average | \$1.549 in August 1.605 in February |
| Non-operating | |
| average | 1.77 |

Unskilled Personnel (per hour)

Princess Helene

| | |
|---------------|---------|
| average | \$1.395 |
| Non-operating | |
| average | 1.662 |

When the value of meals and sleeping accommodation and other benefits are considered, the wages paid on the *Princess Helene* are roughly comparable with the wages paid to non-operating employees exercising similar skills.

It is therefor my recommendation that the present dispute be settled on the same basis as the eventual settlement reached with the non-operating trades.

Union Proposal No.'s 2 and 3—Overtime to be paid for at time and one-half with double time for work on assigned days off

Company Proposal No. 3—Overtime to be computed on minute basis

These proposals fall into three main categories as follows:

- (a) daily overtime in excess of eight hours in twelve;
- (b) pay for time worked on statutory holidays and on rest days;
- (c) pay for statutory holidays which fall on rest days and are not worked.

As to (a): The Union has claimed that payment of time and one-half is normal overtime remuneration. Under the present agreement overtime is determined in increments of fifteen minutes so that a man who works one minute overtime is paid for fifteen minutes, a man who works sixteen minutes is paid for thirty minutes and so on. The Company appeared willing to accept the proposal that overtime be paid at time and one-half provided that it is paid only for the time actually worked. The Union requests that an hour's overtime be paid for any overtime up to sixty minutes and that overtime after the first hour be computed in increments of thirty minutes. I think there is merit in the Company's proposition that overtime should be paid on the basis only of time worked.

The requirement that a company pay for time not actually worked is a rather unusual one and a claim that such a requirement be deleted is obviously valid. The difficulty in the present case, however, is that a provision requiring pay for time not worked is already in the contract and complete acceptance of the Company's request would involve taking something away from the men—in cases of short overtime, probably resulting in a decrease of pay for some men.

I recommend that overtime in excess of eight hours per day in a spread of twelve be paid for at the rate of time and one-half and that, as a compromise, fifteen minutes overtime be paid for any overtime within the first fifteen minutes, and on a minute basis thereafter.

As to (b): Under the present contract where a statutory holiday falls on a man's regular work day, he is paid at the rate of \$1.45.2 per hour for that day in addition to his regular monthly wages. Because of the continuous nature of the service men are usually required to work on statutory holidays which do not fall on their regular rest days. I recommend the continuation of the present practice except that the additional pay for time actually worked on statutory holidays be computed at the rate of time and one-half the actual hourly rate. I further recommend that when a man works on a holiday which is his assigned rest day, he receive time and one-half for time actually worked over and above what he would receive had he not worked.

As to (c): Under the present contract, if a statutory holiday falls on a man's rest day, which apparently happens infrequently, he receives, in addition to his monthly wages, \$1.45.2 per hour for eight hours for the holiday. Although this appears unusual it was not requested by the Company that it be deleted. I recommend that this provision remain as it is in the present contract.

The Union claimed that the hourly rate for purposes of computing overtime should be the monthly salary divided by 169.3, which is arrived at by deducting two rest days per week and statutory holidays from the number of days in the year and multiplying by eight hours per day and dividing by twelve. The Company claims that the figure used should be 174 which is arrived at by the same computations except that the initial deduction is only for two rest days a week and no statutory holidays. The men normally work on statutory holidays (except when they fall on rest days) and in determining the normal hourly rate all days normally worked should be considered, and abnormal conditions caused by extra pay on statutory holidays must be disregarded. Thus the Company is correct in deducting the rest days only. I therefor recommend that the figure of 174 be used for computing the hourly rate rather than 169.3.

Union Proposal No. 4—Reduction in daily work spread to ten hours

Under the present agreement the regular eight hours per day must be worked within a period of twelve hours and the Union

requests this period be reduced to ten. I am satisfied that ten hours is not sufficient time to allow for the vessel to complete its day's run having in mind that personnel are required to report some time before the vessel sails and may take some time after the vessel finally docks for the day before they can be knocked off. Therefore, it is not possible for the Company to schedule the eight hours of regular work within a spread of ten hours. This request is, in reality, a monetary demand only. I therefor recommend that the twelve hour spread, as at present, be continued.

Union Proposal No. 5—Increase in annual leave

The Union's request for three weeks' vacation after five years, four weeks after fifteen years and five weeks after twenty-five years is not justified under any comparison with working conditions elsewhere. I think, however, that a man who has put in twenty-five years service on the *Princess Helene* should have more than three weeks' annual leave. Personnel on the *Princess Helene* are regularly away from their homes for a longer period than employees in other industries, normally not returning home until 8 or 8:30 p.m., and some being away from their homes five nights per week. This applies five days in every week. It seems reasonable that personnel so employed should receive some extra recognition on account of long service. I therefor recommend that the present agreement be continued (two weeks after one year and three weeks after fifteen years) except that a provision should be added for four weeks' vacation after twenty-five years.

Company Proposal No. 1—Elimination of room and meals

Under the present agreement the Company is obliged to supply three meals per day and sleeping accommodation for all personnel on the *Princess Helene*. We were advised that the men receive a full breakfast, a full course meal at dinner time and a full course meal at supper time. The Company wishes to be free to achieve economies in the operation of the vessel by cutting down or even eliminating the meal services on the vessel and by freeing itself from the obligation to provide overnight sleeping accommodation for the crew. We were advised that the management has not yet made a decision on what reduction is to be made in the providing of passengers' meals and it is therefor not in a position to determine the actual amount it can save per month. They have, however, indicated a willingness to provide a *quid pro quo* or some compensation to the employees for

the taking away of meals and sleeping accommodations. Because the decision on what reduction is to be made in kitchen facilities, the Company cannot suggest what amount or form the *quid pro quo* is to take. The Union is unwilling to accept in principle the proposal that meals and sleeping accommodation be discontinued and consequently is unwilling to negotiate on the form and amount of a *quid pro quo*.

It is my opinion that the Company has made out a good case to substantiate its request that it should be free to discontinue providing meals and sleeping accommodation upon providing the men with a *quid pro quo*, and I recommend that the Company should be free to do so, provided the parties agree on the providing by the Company of compensation in form and amount satisfactory to the Union. This should not, however, delay the immediate signing of an agreement containing the same clauses in this respect as at present. If agreement is reached on other points, I recommend the parties sign a contract retaining the present clauses in this respect and that negotiations continue for the purpose of obtaining agreement on a satisfactory *quid pro quo*.

If meals and sleeping accommodation are eliminated, the Company is willing to provide the men with day time accommodation for their convenience while off duty, and offered meals and sleeping accommodation in emergencies either on board or ashore when the vessel is required to lay over in Digby because of operating conditions. I recommend that satisfactory day time accommodation be provided including day couches where off duty personnel may lay down. The offer to provide these services in emergencies is, of course, necessary.

Company Proposal No. 2—Ten-cent charge for each deduction of union dues

On this point there are insufficient data before the Board to make an intelligent recommendation. Therefore it makes no further comment on this matter.

Company Proposal No. 4—Deletion of the requirement that all employees must be supplied by the union.

The present agreement provides that the Company will request the Union to supply men to fill all vacancies; the Union agrees to supply capable, competent and satisfactory men; and the officer in charge of the vessel may refuse the Union's replacement provided it is for valid reasons which rejection may be taken up as a grievance by the Union if it is not satisfied with the reasons. The Union states this is a matter of major policy with the SIU, that it has

it in all its agreements, that it is an essential part of their method of organization and refused to consider deleting it. The Company claims that this has produced difficulties, that the Union has sometimes supplied unfit personnel and that it wishes to have the hiring of men made the responsibility of one of its officers who can answer to management if the man proves unfit; and that the right of the Union to institute a grievance procedure on the question of the competence of a replacement is burdensome.

Since this question is a matter of major policy with the Union I do not recommend deleting this clause. I feel, however, there is merit in the company's claim that it should have the right to interview and investigate applicants for employment on the *Princess Helene* in a manner no more stringent than required for applicants in other departments. There appears to be reason to believe that the present clause permits the Company to do so but the parties do not seem to be in agreement whether it does or not. I recommend that, if the parties do not agree that the clause gives the Company such rights, appropriate words be added to do so. I feel that adding such a provision will preserve the Union's policy of requiring companies with whom it has agreements to obtain personnel through the union office, and will also give the Company the protection it requests against the possibility of the Union supplying men who are not considered by the officers in charge of the vessel to have the necessary qualifications for the job.

Company Proposal No. 5—Deletion of clause requiring the Company to discharge employees refusing to pay arrears of union dues.

Clause 4 of the present contract dealing with union security requires unlicensed personnel "as a condition of employment" either to join the Union and continue as members thereof during their employment, or, in the alternative, to pay union dues and initiation fees and states

"and failure to pay arrears of monthly dues at pay-off shall be a bar to further employment until such arrears are paid."

The Company agrees to deduct union initiation fees and dues upon receipt of authorization forms signed by employees.

The Company has requested that the words quoted above be deleted on the ground that the voluntary check-off is sufficient protection to the Union in respect to collecting dues and that it should not be required to penalize its operation by

holding experienced workers out of service to police the relationship between the Union and its members.

Deletion of the requested words will, in my view, have no effect whatever in view of the fact that the preceding part of the clause states that maintenance of membership in the Union or payment of union dues is "a condition of employment". Since the deletion of the words requested accomplishes nothing, I recommend against this request.

Union Proposal No. 6—Various revisions and additions

(a) The Union requests that the Company be required, in providing meals, to supply fresh fruit in season each day. I recommend against this proposal; such a provision should not be contained in the collective agreement although the providing of fresh fruit periodically may be a topic that may be discussed between the Union's representatives and the ship's officers from time to time during the term of an agreement.

(b) The Union claims there is insufficient space in the forecastle of the vessel for crew members to hang their oil skins and other heavy working gear and requests that a locker be provided for the purpose. The Company agrees in principle and indicates a willingness to investigate the availability of space for the purpose. This Board can do no more than recommend in favour of the proposal in principle; we cannot physically inspect the vessel and indicate the space we think is available. We recommend that the parties be asked to negotiate further for the provision of this space.

(c) The Union requests that a washing machine be provided for men who wish to wash their clothes. The Company stated the electrical system of the vessel will not permit the installation of a washing machine except at very high cost. I recommend against this proposal for that reason but draw your attention to the comments in sub-paragraph (e) below which may provide a satisfactory answer to this request.

(d) The Union requests a fifteen minute coffee break in the afternoon. The contract already provides for a fifteen minute coffee break in the morning. From descriptions of the shifts worked by the personnel of the *Princess Helene* I am satisfied that all members of the crew have ample free time in the late afternoon during which they can have coffee. Apparently the situation is different in the morning where all crew members work more or less continuously until dinner time. I therefor recommend against this proposal.

(e) The Union requests that cover-alls be supplied at Company expense for dirty work. The Company indicated a willingness to consider this proposal and I recommend that the Company provide cover-alls for those employees of the crew working on jobs where their clothes will get covered by oil, grease or other unusual dirt. In their comments on this proposal, Company representatives indicated that if cover-alls were provided there would probably be laundry arrangements made to keep them clean. Therefor if this request is implemented it should satisfy the Union's request for the providing of a washing machine.

(f) The present agreement requires the Company to pay overtime rates for time actually worked under engine room deck plates in position. This clause refers to space in the bilge under the engine room deck plates. Working conditions in this area are very difficult when plates are in position since the men have to work in a prone position.

However, if these plates which are removable, are lifted, there is not the same difficulty as when the men work under normal conditions; therefor I recommend that this clause remain as at present.

(g) The Union requests that the ship not operate on Christmas Day and remain docked in Saint John to enable all employees to stay at home. The *Princess Helene* is part of the Company's railway operations, a continuous service industry, which must operate every day of the year. The Company is not able to comply with this request and I therefor recommend against it.

Retroactivity

Considering that the Union did not present its demands until a month and one-half after the reopening date of the contract, that the Company did not present its demands until twenty days after receiving the Union's demands and that, if my recommendation is accepted, the Company will not be able to take action to increase its revenue until after the settlement with its non-operating employees and is therefor not unduly prejudiced by delay in these negotiations, I recommend that the recommendations of this report be made retroactive to July 15, 1960.

In conclusion the members of the Board wish to take this opportunity of expressing their thanks to the representatives of both the Union and the Company for appearing before them for their assistance given the Board, for having done a thorough and painstaking job in presenting their cases

and for the high level of the discussions at the hearings. The members of the Board would like also to assure both the Union and the Company that the conclusions reached and the recommendations made herein have not been arrived at without giving careful consideration as well as a great deal of thought and study to the problems presented to them. They also earnestly hope that their efforts on behalf of both parties will be of some value to them in

settling their problems and that eventually a fair and just collective agreement will come out of their deliberations leading to continued cordial relations between management and employees.

Dated this 7th day of November, 1960.

(Sgd.) K. L. CROWELL,
Chairman.

(Sgd.) E. NEIL MCKELVEY,
Member.

MINORITY REPORT

It appears that the Board has been placed in the position of making a recommendation on all the Union and Company requests since neither party showed any willingness to depart from their original positions. The Company argued that they are in no position to grant any wage increases and the Union showed no signs of departing from a demand for a 30 per cent increase.

Insofar as the majority report of the Board is concerned, I have concurred in all matters with the exception of the recommendation on "Union Proposal No. 1, Wage Increase of 30 per cent" appearing on pages 7 to 10, and "Retroactivity" referred to on page 18 of the report.

It is regrettable that the report could not be unanimous but I trust that those sections of the report that all members of the Board have agreed to will assist the parties in finally settling the dispute.

Union Proposal No. 1—Wage increase of 30 per cent (Minority Report)

In my estimation both parties have placed us in the position of doing their negotiating for them which is not the purpose of a board of conciliation insofar as I am concerned. Taking into consideration the reluctance of either party to move, I recommend that the Union demands for a wage increase remain at 30 per cent and that the parties use any method at their disposal to reach a final settlement.

Retroactivity (Minority Report)

I recommend that whatever settlement might be arrived at be made retroactive to the expiration date of the previous agreement.

I wish to thank all concerned for their co-operation during the Board hearing.

Dated this 7th day of November, 1960.

(Sgd.) GERALD N. KEDDY,
Member.

15-Man Presidential Commission to Study U.S. Work-Rule Dispute

United States Secretary of Labor James P. Mitchell was appointed at the end of December to head a Presidential commission that will seek to find a solution to labour-management disputes over railroad work rules. His appointment was recommended by both parties to the dispute.

On a number of occasions, the issue has approached strike stage. During mid-October Mr. Mitchell achieved an agreement between the railroads and the operating unions that led to the creation of the commission to deal with the problem.

At the same time as he appointed Mr. Mitchell to head the 15-member commission, President Eisenhower named four other public members, and approved the five members nominated by each of the parties to the dispute.

The group can only make recommendations after its scheduled one-year study is completed. But it can seek to persuade the industry and the unions to go along with recommendations during that time.

Union members of the commission are: A. F. Zimmerman, Assistant Grand Chief Engineer, Brotherhood of Locomotive Engineers; S. C. Phillips, Assistant President, Brotherhood of Locomotive Firemen and Enginemen; S. W. Holliday, Vice-President, Order of Railway Conductors and Brakemen; H. F. Sites, Vice-President, Brotherhood of Railroad Trainmen; and J. W. Fallon, Vice-President, Switchmen's Union of North America.

Canadian Railway Board of Adjustment No. 1

Releases Decisions in Three Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decision in three cases heard on November 8.

One of the cases concerned the running of a diesel engine and steam car without a conductor. A second dispute arose out of the question of whether employees working in or with extra gangs could be required to accumulate rest days. The third dispute concerned disputed time claims by a conductor and crew for time held away from their home terminal in excess of 16 hours.

The contention of the employees was sustained in one case and not sustained in another; the third case was dismissed.

Summaries of the three cases, Nos. 748 to 750, are given below.

Case No. 748—*Dispute between Algoma Central and Hudson Bay Railway and Brotherhood of Railroad Trainmen*, ex parte, concerning the running of a diesel engine with steam generator attached without a conductor.

When the steam car of a passenger train failed, the trainmen on the train were instructed to remain at the scene while the diesel and steam car were cut into a freight train to be taken back a distance of 23 miles for a replacement.

The engineer and fireman went with the diesel and generator and returned with another steam car. The union contended that a member of the passenger train crew should have gone with the engineer and fireman.

It quoted an article of the current agreement between the company and the union, which stated that when, on account of engine failure or some similar reason, one member of the crew is required to pilot an engine, the crew should be paid as a unit. The crew in this instance should be paid round-trip mileage between the scene of the breakdown and the place where the replacement was picked up, the Brotherhood said.

A general order of the Board of Railway Commissioners stating that no light engine, or two or more light engines coupled, shall be run a greater distance than 25 miles in any one direction without a conductor did not allow the company to run a diesel engine and steam car 23 miles without a conductor, the union said.

The company contended that steam generator units coupled to a locomotive were considered part of the locomotive, and that consequently, according to the same

Board of Transport Commissioners' order quoted by the union, it was not necessary to provide a pilot for a distance of 25 miles or less. The company also quoted an article in its agreement with the union which stated that "Steam generator unit in service and coupled to the locomotive will not be included in the count of cars."

The Board referred the case back to the parties, asking them to try to write a rule to cover the handling of steam generator units. They could not agree on a rule. The Board, saying that it was not its function to write rules, then dismissed the case.

Case No. 749—*Dispute between Ontario Northland Railway and Brotherhood of Maintenance of Way Employees* over whether employees working in or with extra gangs can be required to accumulate rest days.

Since the introduction of the five-day week in 1951 it has been the practice on the Ontario Northland Railway for employees covered by the agreement setting up the five-day, 40-hour week who were working in or with extra gangs to work on Saturdays, one of their assigned rest days, at straight time rate until 10 such days have accumulated. They are then laid off until the 10 days have been used up consecutively.

The union contended that this practice was contrary to the agreement, and that work performed by these employees on the sixth day should be paid for at time and a half.

The wage agreement, which applied to all employees except those specifically excepted, provided, among other things, for two rest days in each seven, the rest days to be consecutive as far as possible, with the preference being given to Saturday and Sunday and then to Sunday and Monday. In any dispute regarding the necessity for departing from the rule concerning rest days, the agreement stipulated that the company must show that such departure was necessary to meet operational requirements, and to avoid additional relief service or working an employee on an assigned rest day.

The employees concerned in the dispute were not among those excepted, the Brotherhood contended.

Another clause of the agreement quoted by the union provided that employees required to work on regularly assigned rest days, except when these are being accumulated under another clause of the agreement, were to be paid time and a half.

The employees concerned in the dispute, because it was not necessary for them to work on Saturdays because of operational requirements, should therefore be paid time and a half for work done on the sixth day of the work week, the union declared.

The company in its contention quoted the section of the agreement that provided for the accumulation of rest days. This section provided that, "on positions where it is not reasonably practicable to provide regular relief each week," rest days might be accumulated and granted at a later date. Such accumulation was not to exceed 10 days, and the days so accumulated were to be allowed consecutively when 10 days had been accumulated. It was also provided that accumulation of a greater number of rest days might be mutually arranged, as might their allowance at longer intervals.

In accordance with this last provision, the company said, a conference was held by the company with the Maintenance of Way Committee in June 1951 to deal with problems that had arisen as a result of the establishment of the five-day week on June 1 that year. It was agreed then that for employees in seasonal work service, rest days might be accumulated on a seasonal basis. The employees were to work six days a week and were to be paid at pro rata rates. The rest days accumulated were to be allowed to each employee when seasonal work was completed, and without pay. The arrangement came into effect on July 1, 1951.

This arrangement, the company stated, had been in effect for the 1951 work season; but early in 1952 the General Chairman of the Brotherhood had informed the company that the men did not like accumulating rest days on a seasonal basis, and that they would prefer to take time off after 10 days had been accumulated. This request had been put into effect for the 1952 season and had remained in effect ever since.

The company stated further that it understood that under this section of the wage agreement it had the right to accumulate up to 10 days without further consent by the union, and such consent was necessary only when there was a question of accumulating more than 10 days. The arrangements made with the men seemed to show that they had the same understanding in 1951 and 1952, the company added.

The contention of the employees was sustained, with the proviso that no retro-active payment be made.

Case No. 750—Dispute between Canadian National Railways (Central Region) and Brotherhood of Railroad Trainmen, ex parte,

concerning claims by a conductor and crew for time held away from home terminal in excess of 16 hours.

A conductor and crew whose home terminal was Mimico were regularly assigned to the run between Mimico and Capreol and return, operating over the Bala Subdivision from Toronto to South Parry and over another subdivision from South Parry to Capreol.

On six dates they submitted claims for time held at Capreol in excess of 16 hours, basing the claims on an article in the agreement that provides for payment for the first eight hours in each 24 after 16 hours at an away-from-home terminal.

In its submission to the Board of Adjustment the Brotherhood cited articles in the agreement which provided that:

—Trainmen in regular assigned freight service will be used to operate the first unassigned train out of an away-from-home terminal when their regular train is reported four hours late or is cancelled.

—Trainmen in unassigned freight crews will not be run on other than their own freight section or assigned territory except in cases of shortage of men on such other territory.

The union stated that unassigned crews were established at Mimico to operate all extra trains between Mimico and South Parry, and at Capreol to operate all extra trains between Capreol and South Parry. The union contended that Mimico-assigned crews could therefore not be used in unassigned service from Capreol, nor Capreol-assigned crews from Mimico, because the assigned crews were operating in the recognized subdivisions of the unassigned crews.

There is no provision in the current agreement for establishing assignments for crews in freight service to operate beyond the recognized freight section or subdivision of any particular terminal, the Brotherhood contended.

The company in its contention stated that the article quoted by the union which provided for the setting up of runs of assigned crews imposed no restriction as to the number of subdivisions over which the crews could operate.

Under this article a freight assignment had been set up in October 1958 to operate between Mimico and Capreol, via the Bala and Sudbury subdivisions. All this territory was in the same seniority district. Since this pool of runs had been set up, the company said, there had been only two complaints.

(Continued on page 72)

LABOUR LAW

Legal Decisions Affecting Labour

Manitoba court finds Labour Relations Board not empowered to order vote on decertification. Saskatchewan court rules on nature of membership of Labour Relations Board. Ontario court upholds an order of Labour Relations Board

In Manitoba, the Court of Queen's Bench found that the Manitoba Labour Relations Act does not empower the Labour Relations Board to order a representation vote on application for decertification of a bargaining agent.

In Saskatchewan, the Court of Appeal ruled that members of the Labour Relations Board, once they are appointed, cease to represent the particular segments of the community from which they were appointed and become members of the Board as a whole, a body with quasi judicial and administrative functions, and that the Board may accordingly function in the absence of one member, so long as a quorum is present.

In Ontario, the High Court, dismissing an application to quash a Labour Relations Board's order, ruled that in *certiorari* proceedings the Court cannot review the decision of the Board on the basis of the Board's evaluation of the credibility of evidence.

Manitoba Court of Queen's Bench...

... denies jurisdiction of Labour Relations Board to conduct representation vote on decertification

On August 3, 1960, Mr. Justice Bastin of the Manitoba Court of Queen's Bench quashed an order of the Manitoba Labour Relations Board to hold a representation vote on a decertification application and ruled that, in dealing with the revocation of the certificate of a bargaining agent, the Board has no jurisdiction under the Manitoba Labour Relations Act to take a vote.

If it had the power to take a vote, the Board should have confined the vote to the striking employees with the exclusion of those workers who were hired to replace those on strike. Further, the Court ruled that under Section 2 (2) of the Act, striking workmen are "employees" within the mean-

ing of the Act in spite of their dismissal by their employer after the strike for the reason that they had not reported for work.

The circumstances of the dispute, as related by Mr. Justice Bastin, were as follows.

On July 5, 1944, the Manitoba Wartime Labour Relations Board certified Local 255 of the United Packinghouse Workers of America as bargaining agent for all the plant employees of Brandon Packers Limited except foremen. On February 29, 1960, after complying with the requirements of the Manitoba Labour Relations Act, the company's employees went on strike. The company gave notice to the striking employees that they should return to work and in default of their doing so it gave them notice of dismissal.

The company then applied to the Manitoba Labour Board to decertify Local 255 as the bargaining agent of the designated unit appropriate for collective bargaining. After a hearing, the Board made an order dated June 21, 1960, directing the taking of a vote of those employed in the plant for wages on that date. Apparently, the Board's order was based on the assumption that the striking workmen were no longer employees and were therefore no longer members of the unit appropriate for collective bargaining established in 1944.

On June 24, 1960, the Board issued a further order suspending its direction for a vote pending an opinion from the Attorney-General whether, in the light of Section 2 (2) of the Act, persons who withdraw their services in the course of a legal strike, and who are thereupon served by the employer with notices of dismissal for the reason that they have not reported for work, are employees entitled to vote upon a representation vote ordered in the course of an application for decertification of the certified bargaining agent which called the

This section, prepared by the Legislative Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

strike. Apparently, the opinion of the Attorney-General was that Section 2 (2) of the Labour Relations Act made the striking workmen employees within the meaning of the Act in spite of the action of the employer in dismissing them.

Mr. Justice Bastin agreed with this opinion. He stressed that both strikes and lockouts are lawful weapons in industrial disputes as part of the process of arriving at collective agreements and it was not in the contemplation of the Legislature that an employer could make a lawful strike a ground for depriving an employee of rights which he otherwise was entitled to. The words in the subsection, "within the meaning of this Act," indicate an intention to create a category of striking employee distinct from an employee working for wages and it is not within the power of the employer to defeat this intention.

On July 7, 1960, the Board, in the light of the Attorney General's opinion, ordered:

- (a) That a representation vote be taken to determine whether or not the affected employees desire to continue to be represented by Local 255;
- (b) that those affected and eligible to vote shall be
 - (1) those who were employed at the plant for wages on June 21, 1960, except foremen, and within the unit certified, and
 - (2) those who were on the payroll of the employer at the pay day immediately prior to February 29, 1960 (the date of the beginning of the strike), except foremen, within the unit certified and who had not since then effectively removed themselves from the then bargaining unit;
- (c) that the two groups should cast their ballots in separate ballot boxes and no eligible voter could be included in the voters' lists of both groups.

Following the Board's order of July 7, 1960, the company applied to the Court for an order of prohibition to prohibit the Board from holding a representative vote. At the same time the striking employees sought an order of *certiorari* to quash the order of July 7, 1960.

In Mr. Justice Bastin's view, the Manitoba Labour Board, in dealing with the application for decertification, erred not only as to the effect to be given to Section 2 (2) of the Act, but also as to the meaning of the word "unit" as used in the expression "unit appropriate for collective bargaining." Section 2 (3) defines "unit" as a group of employees, and the various sections which refer to a "unit appropriate for collective bargaining", indicate that the power to designate such a unit rests with the Board.

There is nothing, Mr. Justice Bastin added, in the Act establishing the principle that "once a unit, always a unit," or that the composition of the unit cannot be changed, or that its composition must be related to designated categories of employees. It is for the Board to decide what group of employees at any given moment is a unit appropriate for collective bargaining. The words "appropriate for collective bargaining" embody the idea of a group of employees having common economic interests so that it is just and equitable that they should be represented by one bargaining agent.

Prior to the strike, Local 255 represented the majority of the employees in the unit which had been designated as a unit appropriate for collective bargaining. A strike, being a means to induce the employer to agree to employees' demands, if successful, must lead to further collective bargaining. It would appear, Mr. Justice Bastin added, to be consistent with the purpose of the Act that there should be continuity of representation during the negotiations following the calling of a strike. From the standpoint of their economic interests, the striking employees remain a group quite distinct from the workmen hired to replace them. In his opinion, the Board has a duty to recognize this fact by treating the strikers as a unit appropriate for collective bargaining. The Board would therefore consider revoking the certification of the bargaining agent of the strikers only if it formed the opinion that it no longer represented a majority of the striking employees. In forming this opinion, it would not be influenced by the views of workmen who had been hired to replace the strikers. If it had the power to take a vote, the Board should have confined the vote to the striking employees.

Although the Board proceeded, in Mr. Justice Bastin's opinion, upon a wrong principle in dealing with the application for decertification, he thought it was not necessary for him to decide whether the Board's action amounted to excess of authority which would justify quashing the order of July 7, 1960. He decided to quash the order on the ground that, in dealing with the revocation of the certificate of a bargaining agent, the Board has been given no power to take a vote.

Counsel for the Board, relying on *Reg. v. Labour Relations Board; Ex parte Lawson Motors Ltd.* (L.G. 1954, p. 676), argued that the taking of a vote was merely a means of obtaining information and that the Board has a wide discretion as to how to obtain information. Mr. Justice Bastin

was of the opinion that the Board had not been given, in express terms, any power to take a vote in deciding whether it should revoke the certificate of a bargaining agent. The only mention of the taking of a vote is in Section 9, which deals with the certification of a bargaining agent.

The reference in Section 9 to the holding of a vote, in Mr. Justice Bastin's opinion, is for the specified purpose of dealing with an application for certification and cannot be construed as giving the Board the right to take a vote whenever it finds it convenient. Although the Court should not put too narrow a construction on the words of the Act, on the other hand it is not justified in assuming that the Legislature intended to imply powers in the Board which it could have expressed in clear terms.

Mr. Justice Bastin referred to the decision of the Saskatchewan Court of Appeal in *Re Trade Union Act; Simpson-Sears Ltd. v. Department Store Organizing Committee, Local 1004* (L.G. 1957, p. 68), where the Court held that prerequisite to the power of the Board to direct a vote was for the Board to determine that the voters belonged to an appropriate bargaining unit, and as the Board had not done this, there was no jurisdiction to take the order directing a vote. In this connection, Mr. Justice Gordon said:

... The only power of the Board to direct a vote is contained in Section 6 of the Trade Union Act, R.S.S. 1953, ch. 259, and I am perfectly certain that under this Section no vote can be directed until an appropriate unit of employees has been determined under Section 5 (2) of the Act. With every deference to the argument of Mr. Carter that such vote could be directed for the information of the Board, I do not think that the Board can direct a vote under Section 6 to get any information which it should get under Section 15 of the Act, which gives the Board and its agents the power of a commissioner under the Public Inquiries Act, R.S.S. 1953, ch. 15.

Mr. Justice Bastin agreed with the reasoning of Mr. Justice Gordon and quashed the board's order of July 7, 1960. *Re Brandon Packers Limited* (1960), 33 WWR, Part 2, n. 58.

Saskatchewan Court of Appeal...

... rule that members of Labour Relations Board, once appointed, cease to represent special group

On November 8, 1960, the Saskatchewan Court of Appeal dismissed an application on behalf of the British American Oil Company Limited for a writ of prohibition preventing the Saskatchewan Labour Relations Board from proceeding with the examination of an application that was pending before the Board. The reason for

the company's application was that one member of the Board representing the general public was not available. The full Board heard part of the application and then adjourned; when the hearing was resumed, a member of the Board, originally appointed as a representative of the general public, was absent.

Mr. Justice Gordon, in rendering the judgment of the Court, recalled that under Section 4 of the Saskatchewan Trade Union Act, the Board must consist of seven members, a chairman, and two representatives of organized employees, two representatives of organized employers, and, if the Lieutenant-Governor in Council deems it desirable, two members of the general public. In fact, two members of the Board have been appointed representatives of organized employees, two of employers, and two representatives of the general public.

The company claimed that the Legislature had so constituted the Board that if the representation on the hearing of an application before the Board was out of balance, the Board would have no jurisdiction. The Court was of the opinion that Section 4 of the Act does not support such a contention. It is true that the Legislature has directed that the Board is to be formed of certain representatives, but once appointed, they become the Labour Relations Board with quasi judicial and very important administrative duties, which require the exercise of the utmost good faith on the part of all members of the Board. Further, once appointed, they become members of the Board as a whole and are not supposed to advocate the cause of the faction they represented when appointed.

Section 4 (2) provides that a majority of the members of the Board shall constitute a quorum; Section 4 (3) provides that "a decision of the majority of the members of the Board present and constituting a quorum shall be the decision of the Board."

According to Mr. Justice Gordon, this means that if the Board, as it was first constituted when hearing a case, should be reduced through the absence of a member for any cause, a majority of the members of the Board present, constituting a quorum, could give the decision of the Board.

In conclusion, the Court held that the Board constituted for the purposes of the application pending before the Board, in spite of the absence of one member, could proceed to exercise all the powers given to the Board under the Act, providing that there was a quorum present.

The company's application for the writ of prohibition was refused.

In *Re British American Oil Company Limited, and the Saskatchewan Labour Relations Board, and Oil, Chemical and Atomic Workers International Union, Local 16-595*, the Saskatchewan Court of Appeal, November 8, 1960, unreported.

Ontario High Court...

... rules court in *certiorari* proceedings cannot review Board decision made on basis of credibility

On July 11, 1960, Mr. Justice Stewart of the Ontario High Court refused to quash an order of the Ontario Labour Relations Board dismissing an application for a declaration terminating bargaining rights of a certified trade union, and held that, in *certiorari* proceedings, the court cannot review or correct the Board's ruling based on credibility, although, in the opinion of the Court, the Board's approach to credibility of evidence was wrong.

On September 13, 1954, Local 448 of the Retail, Wholesale, Hotel and Restaurant Employees' Union was certified by the Labour Relations Board as a bargaining agent of the employees of the Empire House hotel in London. Out of the approximately 15 hotel employees, about 12 in the bargaining unit were represented by the union.

On February 13, 1958, an application was filed with the Board for a declaration terminating bargaining rights of Local 448. Attached to the application was a petition signed by ten employees who stated that they no longer wished to be represented by the union. One of the signatures was that of Kenneth Eaton.

On March 3, 1958, the application for decertification was heard by the Board according to Section 41 (3) of the Ontario Labour Relations Act, which reads as follows

Upon an application under subsection 1 or 2, the Board shall ascertain whether a majority of the employees in the bargaining unit have signified in writing that they no longer wish to be represented by the trade union and, if a majority so signify, the Board shall, unless the trade union concerned informs the Board that it does not desire to continue to represent the employees in the bargaining unit, by a representation vote, satisfy itself that a majority of the employees desire that the right of the trade union to bargain on their behalf be terminated.

Prior to the hearing, the Board informed the applicants that the union claimed that there was an irregularity in respect of the signature of Kenneth Eaton on the petition supporting the application, and that the Board intended to conduct an inquiry at the hearing into the validity of Eaton's signature.

Counsel for the applicants, in an affidavit presented to the Court, claimed that at the

hearing Sims and Eaton gave evidence to the effect that Sims had telephoned Eaton soliciting his signature but Eaton was then ill and authorized Sims to ascribe his (Eaton's) signature to the petition.

The Chairman of the Board, in his affidavit to the court, stated that his notes regarding the evidence given by Eaton at the hearing did not show any mention that Eaton was ill at the time when Sims was seeking signatures to the decertification petition. The Chairman's affidavit suggested that Eaton, Sims, and counsel for the applicants were inaccurate in their version as to what occurred at the Board's hearing of March 3, 1958.

On February 10, 1959, the Board dismissed the application for decertification on the grounds that the document filed by the applicants in support of the application for decertification bore the purported signature of one employee who did not sign the document. As the applicants failed to disclose that fact to the Board until after it had been brought to the Board's attention by the union, the Board could not place any reliance on any of the evidence submitted by the applicants, and the application for decertification had to be dismissed.

Mr. Justice Stewart, commenting on the Board's decision, said that he was provided with affidavits from all the signatories to the petition (with the exception of one person), all of whom stated that they had signed the petition. The Board held the investigation as to alleged fraud regarding one signature and a satisfactory explanation was given at a proper and reasonable time. Further, in Mr. Justice Stewart's opinion, the petition containing nine out of eleven or twelve signatures, the validity of which was not denied, was properly presented to the Board. Nevertheless, the Board saw fit to dispose of the matter on the grounds of credibility, implying that at least five other signatures besides Eaton's were forged. In Mr. Justice Stewart's view, this suggestion seemed obvious, for had the Board accepted the validity of all the signatories with the exception of that of Eaton, it would have been bound to order a representation vote under Section 41 (3) of the Act.

Mr. Justice Stewart thought that the Board's approach to the question of credibility in the case was utterly wrong, but he felt that he could not remedy the situation since, in *certiorari* proceedings, he could not review or correct a finding made on the basis of credibility. Accordingly, the application to quash the Board's order was dismissed. *Chowen and Sims v. Ontario Labour Relations Board*, (1960), 24 D.L.R. (2d), Part 9, p. 656.

Recent Regulations under Provincial Legislation

Alberta, Saskatchewan adopt latest edition of C.S.A. Safety Code for Elevators

In Alberta, the second edition of the C.S.A. Safety Code for Elevators, Dumbwaiters and Escalators (B44-60) has been adopted as regulations under the Factories Act, with the addition of a new section relating to layout drawings and authority for enforcement. The regulations under the Electrical Protection Act relating to electrical installations and equipment in oilfields were amended.

In Saskatchewan, revised regulations under the Passenger and Freight Elevator Act also adopted the new code.

Alberta Electrical Protection Act

Alberta has issued Reg. 343/60 under the Electrical Protection Act, further amending Reg. 414/59 (L.G., Mar. 1960, p. 282). Gazetted November 15, the amendment makes a number of changes in the rules relating to electrical installations and equipment in oilfields.

Alberta Factories Act

Alberta has issued Reg. 261/60 adopting as regulations under the Factories Act the Canadian Standards Association B44-1960 Safety Code for Elevators, Dumbwaiters and Escalators (Second Edition). The new regulation, gazetted August 31, came into force on January 1, 1961, rescinding Reg. 429/57.

Reg. 262/60, amending Reg. 261/60, was also gazetted August 31. It adds two sections to provisions set out in the Code. These sections relate to layout drawings and specifications and authority for enforcement. The effective date was January 1, 1960.

Another order, Reg. 263/60, gazetted August 31, provides regulations governing periodic inspections and tests of passenger and freight elevators, escalators and dumbwaiters. The regulations came into force on January 1, 1961, and apply to all existing passenger and freight elevators, escalators and dumbwaiters and all new passenger and freight elevators, escalators and dumbwaiters after being placed in service.

The new provisions require that each installation be inspected annually by the Department of Labour. If an inspector notes conditions that contravene the Code or good operating practice, he must bring them to the attention of the owner, who must take whatever remedial action is ordered. Where an immediate hazard to persons exists, the inspector may order the installation out of service.

An inspector is empowered to require an owner to carry out tests designed to ensure the safe operation of an installation. Where an installation is placed out of service for a definite period, periodic inspection and tests may be discontinued, but it must be inspected before it can be operated again.

Saskatchewan Passenger and Freight Elevator Act

New regulations have been issued under the Saskatchewan Passenger and Freight Elevator Act. Approved by O.C. 1798/60, gazetted November 10, they rescind O.C. 2191/49 (L.G. 1950, p. 227), as amended by O.C. 1634/50.

The requirements of the new regulations are mainly the same as before, but new provisions have been introduced in respect to the application of the Canadian Standards Association Safety Code for Elevators, Dumbwaiters and Escalators; safety tests and operators' licences.

The regulations formerly specified that the C.S.A. Elevator Code was to be complied with "where required" by the regulations. The new regulations provide that the Code "shall be complied with as requirements under section 18 of the Act."

The following additional elevating devices are now excluded from the regulations: portable tiering or piling machines used to move material to and from storage and located and operating entirely within one storey; equipment for feeding or positioning materials at machine tools, printing presses, furnaces, etc.; hoists for raising or lowering materials and which are provided with unguided hoods, slings, and similar means for attachment to the materials; lubrication hoists or similar mechanisms; wharf ramps; amusement devices; stage and orchestra lifts; lift bridges; railroad car lifts or dumpers; and devices having a travel of less than one storey, but not exceeding five feet and used only for the transfer of material or equipment. The Code does not apply to any of these devices.

A new provision requires that if an inspection of an installation indicates that safety tests are necessary, the owner must be requested to have the car or counterweight, or both, tested by a person licensed under the Act other than an operator. The owner must submit a report to the Department of Labour on completion of the test. The installation may be sealed by the Department if tests are not performed.

(Continued on page 78)

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Initial and renewal claims for unemployment insurance during October up 27 per cent from previous month and 18 per cent from October 1959, statistics* show

Claimants† for unemployment insurance benefit on October 31 numbered 330,200, an increase of 18 per cent over the total of 279,500 on September 30, and 32 per cent higher than the figure of 250,600 on October 31, 1959.

The number of male claimants was 40 per cent greater than at the same time last year; the number of female claimants 16 per cent greater.

The number of persons on claim for 13 weeks or more at October 31 was 42 per cent higher than at the same time last year. About one in five of the 230,000 male claimants had been on claim for this length of time; among females, the proportion was one in three. Females comprised 41 per cent of the longer term claimants but amounted to only 30 per cent of all claimants.

Initial and renewal claims for benefit during October numbered 178,200, which was 27 per cent more than the September total of 149,300 and 18 per cent above the total of 151,200 in October 1959. Compared with the previous year's figure, renewal claims were 35 per cent higher, but initial claims increased by only 8 per cent.

The average weekly number of beneficiaries was estimated at 225,900 for October, 222,700 for September, and 159,800 for October 1959.

Benefit payments totalled \$20,700,000 in October, \$21,200,000 in September, and \$13,800,000 in October 1959.

The average weekly benefit payment was \$22.86 in October, \$22.65 in September and \$20.51 in October last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for October showed that insurance books or

* See Tables E-1 to E-4 at back of this issue.

† A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in progress.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

contribution cards had been issued to 4,822,055 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1960.

At October 31 employers registered numbered 332,149, an increase of 373 since September 30.

Enforcement Statistics

During October 5,548 investigations were conducted by enforcement officers across Canada. Of these, 1,630 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 120 were miscellaneous investigations. The remaining 3,798 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 217 cases, 44 against employers and 173 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 3,704.*

Unemployment Insurance Fund

Revenue received in October totalled \$30,246,976.09 compared with \$27,335,026.34 in September and \$23,357,196.24 in October 1959. Benefits paid in October totalled \$20,650,922.40 compared with \$21,186,259.61 in September and \$13,761,554.32 in October 1959.

The balance in the Fund on October 31 was \$329,072,495.46; on September 30 it was \$319,476,441.77 and on October 31, 1959, it was \$464,834,421.33.

* These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1781, September 29, 1960

Summary of the Main Facts: The claimant, single, 37 years of age, filed an initial application for benefit on December 23, 1959, and stated that she had worked in Vancouver, B.C., as a switchboard operator for a wholesale electric supply company from April 15, 1952, to December 8, 1959, when "I left voluntarily. I am required to look after my mother who is ill. (Unemployed since 8 December). I cannot take any work at present during her illness." Her rate of pay was \$52.50 a week. The employer reported: "Leave of absence for urgent family reasons."

On December 24, 1959, the local office wrote to the claimant asking whether there was anyone else who could have cared for her mother during her illness and whether she had asked for a leave of absence before terminating her employment. The claimant replied on December 29, 1959: "On giving my employer my notice, he suggested a leave of absence. I am enclosing a letter from the doctor who is attending my mother."

The medical certificate referred to, which is dated December 29, 1959, reads:

...I first saw this 71-year old woman in January of 1957 because of the complications of arteriosclerotic heart disease, including congestive failure, a rapid atrial fibrillation, and more recently, cerebral vascular accidents. On her most recent admission to hospital in September of 1959, a diagnosis of diabetes mellitus was also established. She has been discharged to continued care at home, but is really not capable of looking after herself or the home properly. Her daughter has kindly consented to act as nurse, and this letter is to confirm the fact that a nurse is required.

On the evidence before him, the insurance officer notified the claimant by letter on January 4, 1960 that she was disqualified from receipt of benefit (a) from December 20, 1959 to January 16, 1960 inclusive because, in his opinion, she had voluntarily left her employment without just cause and (b) from December 20, 1959, also, on the ground that because of her domestic circumstances, she was not available for work (sections 60 (1) and 54 (2) (a) of the Act).

On March 15, 1960, the claimant made the following statement: "I have no idea when I will be able to return to work as my mother is still recovering from a stroke and I am needed at home."

The claimant appealed to a board of referees and in her submission, dated March 23, 1960, she stated, among other things:

In December I took a leave of absence to help my father care for my very sick mother who could not be left alone at that time...

After four weeks of reporting and standing for some time in various queues, I finally received \$19 each week, commencing February 2nd. On March 18, I received a notice of overpayment, telling me I was disqualified and should never have received the money and would need to pay all back which I have received. I have worked 18 years and paid regularly into Unemployment Insurance and never have asked for a penny and now this...

My parents are old age pensioners and I have earned nothing since leaving my employment on December 8th...

The insurance officer commented that the local office omitted to post the indefinite disqualification to the claimant's unemployment register and payment of benefit was made from January 24, 1960 to March 12, 1960, when the omission was discovered.

The claimant did not attend the hearing of her case before a board of referees in Vancouver on April 26, 1960, nor was she represented there. The board, by a majority decision, dismissed the appeal and maintained both the disqualifications that had been imposed by the insurance officer. The majority members held, in effect, that the claimant's reason for voluntarily leaving her employment on December 8, 1959 was a personal one and, regardless of how good that reason was, it could not be recognized as just cause within the meaning of the Act.

As to the question of the claimant's non-availability for work, the majority members held:

...Claimant should be well-aware that to be eligible for benefit under the Act she must be (a) unemployed (b) capable of and available for work. The claimant has fulfilled the first condition but on the second condition she has not, and her own statement substantiates this...

The claimant appealed to the Umpire and stated:

After paying Unemployment Insurance for 18 years without ever drawing any, I should be entitled to some. If I had been dishonest (as many are) and said that I was available for work, turning it down, as unsuitable whenever offered, everything would have been all right. Furthermore, as the dissenting voice on the Board stated, the fact is that I was paid benefit (\$133) and it is not reasonable to expect that I would be paid if I was not entitled to it. I gave the true facts about my reason for unemployment at all times.

Also, after being unemployed for practically four months and being of assistance to my parents, I am not in a position to be able

to repay the above amount nor is it fair that I should be asked to do so...

The appeal was not filed within the required period of time stipulated by section 75 of the Act, but the Umpire allowed it to proceed.

Considerations and Conclusions: By the claimant's own admission, she was not available for work on the date she filed her claim for benefit nor thereafter because she was required to care for her mother, who was ill.

No matter how praiseworthy her devotion to her mother may have been and regardless of how necessary her presence was required at home for the care of her mother, it cannot alter the fact that she was not in the labour market during the period in question. Consequently, as she was not available for work within the meaning of section 54 (2) (a) of the Act, she was rightly disqualified by the insurance officer under that section and I so decide.

As to the disqualification imposed on the claimant for having voluntarily left her employment, the record shows that she was granted leave of absence. Consequently, she did not completely separate from her employment and she cannot be said to have "left" such employment within the meaning of that word in section 60 (1) of the Act. Therefore, as I consider that the disqualification imposed under that section was not justified, it must be removed and I so decide.

But for this modification, the claimant's appeal is dismissed.

The unfortunate omission of the local office employee to post the disqualification for non-availability to the claimant's unemployment register and the overpayment that resulted can have no bearing on the merits of the present case as the claimant, in fact, was not available for work. On the other hand, the question of the repayment of the benefit which was, apparently, received by her in good faith is a matter which can be dealt with only by the Commission under Regulations 174 and 175.*

Decision CUB-1785, October 6, 1960

Summary of the Main Facts: The claimant, single, 21 years of age, filed an initial application for benefit on September 14, 1959 and registered for employment as an auto mechanic. He stated in the application that he had worked as an auto mechanic for a Vancouver garage from September 1957 to August 29, 1959, when he became

*Regulation 174 deals with the ratification of benefit wrongly paid, and Regulation 175 provides for the write-off of benefit wrongly paid under certain circumstances, which are listed in the Regulation.

separated from the said employment for the following reason: "Laid off. Change of ownership, unemployed since, available for work and capable of work." His salary at the time of his separation from employment was \$56 a week.

In the Confirmation of Separation (Form UIC 479) the employer (the claimant's father) reported on September 17, 1959, as follows:

When I sold by business... I had to lay off Stan. The new owners had their own man and couldn't put him on payroll. Until such time as I get another business rolling I have no need for any employees.

The claim was allowed effective September 13, 1959.

On February 11, 1960, at the request of the local office of the Unemployment Insurance Commission, an enforcement officer of the Commission interviewed the claimant and obtained the following statement from him:

... I was formerly employed by my father... up to 29 Aug. 59. At that time he sold the station but he retained the back portion and has now opened up a body shop... Now that I am unemployed I spend all my time at these premises. I help out around the shop, look after the books and am general handyman. For this I receive no remuneration. The only thing, I do not have to pay room and board at home so long as I help out at the shop. When I was employed I paid \$10.00 per week for room and board. I am in no way associated with the business except as stated above. I am available for work at any time and would accept employment if it was offered to me in my registered occupation. I never realized that possibly I should have informed the office where I was spending my time but I am available for work at any time and could be contacted immediately if required.

On March 17, 1960, the claimant's father, owner and manager of the shop, wrote to the local office as follows:

In answer to your questions in your letter dated Mar. 16/60, I would say that Stan arrives at the shop between 8 a.m. & 10 a.m. and leaves around 5 p.m. He spends six days a week at the shop except when he's out looking for a job.

If my son would have found employment elsewhere, it would not have been necessary for me to hire someone else to replace him. However, the shop is beginning to get on its feet and I am anticipating putting Stan on payroll at the end of March.

In answer to question 3, the value of the room and board Stan would be required to pay is \$10.00 per week. Stan will not be living at home after March 19th; he is getting married and will move to an apartment.

The following is an extract from the report of the formal investigation dated April 12, 1960:

Claimant stated that since he became unemployed in September 1959 he has spent practically all his time at the shop doing odd jobs and looking after the books. When I called on 11 February claimant was in the body shop working on a car. He states that he has been unemployed and available for work at all

times. His only consideration for his efforts is that he does not have to pay board, which would amount to approximately \$10.00 per week.

The insurance officer notified the claimant on April 19, 1960 that he was disqualified from receipt of benefit retroactively to September 13, 1959, because, in his opinion, the claimant had failed to prove that he was unemployed as required by sections 54 (1) of the Act and 154 (1) of the Unemployment Insurance Regulations. The insurance officer's decision was based on the ground "that the claimant was performing services which are usually remunerated, was in control of his working hours, which constituted a full working week for that employment and therefore could not be considered employment to a minor extent".

On behalf of the claimant his lawyer appealed to a board of referees on May 19, 1960; he stated:

This is to advise you that this office has been retained by [the claimant] with regard to your recent notification to [him] stating he owed an overpayment to the Commission in the sum of \$521.00.

This is to point out that it appears to the writer that such is not the case. During the time in question [the claimant] was definitely not employed in a gainful occupation wherein he was receiving over the sum of \$10.00 per week. [The claimant], during the time that he drew unemployment insurance benefits, was unemployed and seeking employment from various places. [The claimant] has further advised that some of the employers that he inquired of were Auto Marine Electric, Marshall Pontiac Buick, Auto Electric Service, Taylor Pearson and Carson (Marpole Branch) amongst others and that at the time stated none of these places and others had any employment that [the claimant] could take.

Further, the Unemployment Commission was unable to advise him of any place where [he] would be able to obtain a job. Therefore, rather than being idle from day to day and rather only as to occupy himself [he] assisted his father... For his services [the claimant] received no compensation other than the fact that he received at his home free board and room and it was considered between himself and his father that this would be approximately a payment of \$10.00 per week.

[The claimant] has further stated in an affidavit taken at your office on the 11th February, 1960 that he was willing to accept any employment that was reasonably suitable that the Unemployment Insurance Commission would be able to advise him of.

Under these circumstances it would then appear that [the claimant] does not appear to have violated the Act for surely it is not the intention of the Act to enforce idleness upon people who are simply waiting for work. [The claimant] felt under the circumstances that he could at least be useful to his family if he was incapable of earning his own living at that time. Further, it is suggested that [his] father can be contacted in this regard by the Commission and [his] father will be only too willing to open his books to the Commission to prove that he paid his son no wages for the services his son rendered.

In conclusion then, the writer would like to point out that perhaps the Commission in this instance should inquire further into the facts of this situation as they exist before any decision is made as there certainly seems to be evidence of [the claimant's] good faith and of [his] total unemployment during this period except as aforementioned...

Included in the submissions is the following letter dated June 8, 1960, addressed to the claimant by Gilley, Hunt and Wilson Limited, Vancouver:

Regarding your query as to application for employment in our own shop, or in any Auto Body Shops which are customers of our firm, we wish to advise that you approached us about the middle of September last (1959), and that we were unfortunately unable to assist you in any way either directly or through Shops that might have placed a query with us concerning Body Men or Painters.

The board of referees which heard the case in Vancouver on June 10, 1960, by a unanimous decision, dismissed the appeal and maintained the disqualification that had been imposed by the insurance officer. The board's decision reads:

The claimant appeared along with members of his family and an accountant. In addition, the claimant was represented by Mr. N. M. Goldman, Barrister and Solicitor, who very eloquently and ably presented the claimant's side of the appeal.

During the very lengthy hearing the Board accepted as facts the following: That the claimant genuinely tried to find work and made considerable attempt in this direction. Also, it was established that by working with his father he had a good base of operations from which to look for work. Also, no money was received by the claimant during the period 13 September to 11 February 1960. (In this regard it was admitted that the claimant was living at home but paid no board, although formerly he had paid board in the amount of \$10 a week). Also, that the claimant was at all times available for work not only daily but hourly. It was also established that if the claimant had not been working for his father, his father would not have employed anybody else and paid a remuneration for the work. The Board has accepted all these facts but cannot get away or rather depart from the principles laid down by the Umpire in many decisions covering such cases. We will quote, in brief, a few.

CUB 793—"That the claimant who took an active part in the operation of a boys' clothing store, allegedly owned by his wife and brother, had not proved that he was unemployed within the meaning of the Act inasmuch as he worked during normal working hours and therefore followed an occupation for which it is customary to receive remuneration."

CUB 758—1—"That the apparent lack of remuneration in the case of a claimant who follows an occupation which is ordinarily remunerated does not necessarily lead to the conclusion that he is unemployed within the meaning of the Act.

2—"That the fact of being available for work is not conclusive evidence of unemployment."

Other decisions quoted in the submission, namely CUB 1592, CUB 1515, CUB 1404, CUB 1146 all uphold the same principle.

The solicitor for the claimant did quote several Umpire's decisions on which he based his appeal—that the claimant was actually performing a work of benevolence to the family, amongst which was one decision, CUB 442.

However, the board in weighing the evidence and arguments have concluded that the weight of the argument in the first mentioned Umpire's decision far outweigh the argument regarding the benevolent gesture because it feels, according to the evidence, that the work the claimant performed and time put in constituted more than a benevolent gesture. The appeal is therefore disallowed and we confirm disqualification, indefinitely, as from 13 September 1959 under Section 54 (1) of the Unemployment Insurance Act and Unemployment Insurance Regulation 154 (1).

With the permission of the chairman of the board of referees the claimant, through his lawyer, appealed to the Umpire on the following grounds:

The Board of Referees having accepted the following facts, namely, that the Claimant genuinely tried to find work (CUB 1085, 1154, 1246, 1254, 1327, 1338), that he left himself in a good place to find work and also made a considerable attempt to find work (CUB 756), that no money was received by the Claimant and that he was available for work, not only daily, but hourly (CUB 916), and that his father would have hired no one to replace him if he left.

Further, it was adduced in evidence that the father had no control over the times or days the Claimant attended his premises and indeed he came and went as he pleased at and on his own time. Under the above circumstances, the Claimant herein points out that CUB 793 should be distinguished as differing from this case as in that instance the Claimant did not prove his availability for work whereas in this case that fact has been accepted.

Further, CUB 758 states a maximum upon which the Claimant is not necessarily relying and points out that the lack of remuneration may not lead to the conclusion of unemployment, that lack of remuneration *plus* the other factors having been established, namely, an honest and considerable attempt to find work, a placing of the Claimant in a position where he would be most likely to find work and the desire and availability to take work almost immediately can and may lead to the conclusion of unemployment, which is the contention of the Claimant.

Further, the Claimant submits that the reasoning in CUB 442 should be applied. In that case the activities of the Claimant were judged "as acts of benevolence" which might be expected of any married man—why cannot the acts between father and son be judged to be benevolence as well?

Further, the Claimant quotes CUB 514. Here again, the husband was helping his wife *full time*. The Umpire decided that the case had elements of "good faith" and allowed the "benefit of the doubt". Can not the same be applied here? There seems to be ample evidence of good faith and honest desire to find employment in this instance.

In summary then, the Claimant asks for the "benefit of the doubt". As previously pointed out, useful activity is preferable to idleness and

it does not seem to be the intention of the Act to enforce idleness upon Claimants. The Claimant honestly tried to find work but also tried to be useful to his family in his spare time. Surely this type of activity of the unemployed should not be condemned.

In a memorandum dated July 26, 1960, for the attention of the Regional Claims Officer, the enforcement officer stated:

...The premises of...are located at the corner of...Street and...Drive, in the City of Vancouver. The Body Shop is located at the rear of the Service Station. Either address—... or...—could be used. This auto body shop was in operation during the period that [the father] owned the Garage portion. He sold the front portion of the garage and retained the Body Shop in the rear. The operation of the Body Shop was, therefore, a continuous operation...

Considerations and Conclusions: The record shows that the claimant received free room and board at his home on the condition that he would "help out" in his father's shop, that he would look after the books and act as a general handyman. In fact, he stated "...I do not have to pay room and board at home so long as I help out at the shop." This, in itself, constitutes evidence that a contract of service existed between the claimant and his father.

The record shows also that although the claimant had no fixed hours of work, it is noted that his daily time of arriving at the shop was between 8 a.m. and 10 a.m. where he remained until 5 p.m. He did this six days a week except when he was looking for other work. In view thereof, he can be said to have been employed in employment in which he was in the position of controlling his working hours and, therefore, his case must be decided in accordance with the provisions of subsections (1) and (2) of Regulation 154, that is, the claimant shall not be considered as unemployed during any period in respect of which he remained employed by his father unless such employment was "so minor in extent that a person would not, under the circumstances, normally follow it as a principal means of livelihood."

I find that in examining this case the insurance officer, the board of referees and the claimant have relied on the jurisprudence established in relation to obsolete provisions of the Act and the Regulations. Such a practice is not without danger, as can be seen by the importance that was unduly attached to the question of the claimant's availability for other work.

However, the test of availability for an additional full-time employment "in a particular week", a test which seems to have been the basis of the old Regulation 158 (4), no longer exists as a condition of an insured

(Continued on page 72)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during November Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 319 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 172 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:

| Department | No. of Contracts | Aggregate Amount |
|--------------------------|------------------|------------------|
| CMHC | 2 | \$ 10,488.00 |
| Defence Production | 107 | 421,895.00 |
| Post Office | 4 | 111,062.60 |
| RCMP | 3 | 11,918.90 |

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during November

During November the sum of \$4,355.42 was collected from 10 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 184 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during November

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Lennoxville Que: Eugene Marcoux, construction of three barns, Dairy Cattle Centre, Experimental Farm. *Outlook Sask:* Piggott Construction Ltd, construction of twelve relief wells & drainage conduit—Stage 1, South Saskatchewan River Dam. *Lethbridge Alta:* Getkate Masonry Construction Ltd, construction of poultry house, sewage disposal system & foundation for residence, Animal Pathology Laboratory. *Summerland B C:* Colin A Campbell, construction of barn, Research Station.

Atomic Energy of Canada Limited

Chalk River Ont: Lindsay Scharfe, *application of built-up asphalt & gravel roof for Bldg 234; C J Lehman & Sons Ltd, *supply & installation of terra cotta tile & brick for change room of Bldg 150.

Central Mortgage and Housing Corporation

Fredericton N B: Anric Engineering Co, repairs to basement walls & landscaping for 32 housing units (VR 3/48). *Montreal Que:* Giovanni Di Filippo, *snow removal, Benny Farm; Bub-L-Bath Car Wash Ltd, *snow removal, Domaine des Prairies. *Camp Borden Ont:* Konvey Construction Co, construction of stage 4 extension & gymnasium to stage 3 school (DND 16/60). *Pembroke Ont:* B G Wall & Co Ltd, *renovation to windows & installation of storm sash (1/54). *Petawawa Ont:* Conniston Construction Co Ltd, site improvement for high school (DND 15/58). *Victoria B C:* Kasapi Construction Co Ltd, *repairs to house, 1732 Amphion St (Project 6-6A).

Department of Citizenship and Immigration

St John River Agency N B: Donald Wort, additions & alterations to Woodstock Indian day schools. *Yukon Indian Agency Y T:* K Moore & Co Ltd, installation of dishwashing unit, Carcross IRS.

Defence Construction (1951) Limited

Greenwood N S: Rodney Contractors Ltd, construction of PO bldg & services, RCAF Station. *Halifax N S:* C F Cox Ltd, re-roofing of Gladstone St Stores Bldg. *Shirley Bay Ont:* Roseboro Construction & Equipment Ltd, construction of guard house, Defence Research Board. *Trenton Ont:* Spiers Bros Ltd, construction of bulk petroleum storage & handling facilities, RCAF Station. *Cold Lake Alta:* Frazer & Rice Construction Ltd, extension to garage, RCAF Station. *Comox B C:* Gilmour Construction & Engineering Co Ltd, extension of concrete parking area, RCAF Station. *Victoria B C:* Hume & Rumble Ltd, renovations to electrical distribution system, Work Point Barracks.

Building and Maintenance

Dartmouth N S: Northern Roofing & Metal Workers Ltd, renewal of roofing & flashings of hangars Nos 3 & 4 & bldg No 4, RCN Air Station, *Shearwater. Barriefield Ont:* J H McFarland Construction Co Ltd, additions & alterations to sewage system. *Trenton Ont:* H J Gascoigne Ltd, re-roofing of bldgs 21, 23, 32, 58 & hangars 1, 4 & 8, RCAF Station. *Uplands Ont:* Bedard-Girard Ltd, additional street lighting, RCAF Station.

Department of Defence Production

Torbay Nfld: Ozark Electrical Co Ltd, replacement of voltage regulators & inspection of diesel unit at Parker's Pond installation, RCAF Station. *Summerside P E I:* Curran & Briggs Ltd, paving of various parking lots, RCAF Station; Maritime Asphalt Products, replacement of hardwood flooring in Officers' Mess & laying of rubber tile in Airmen's Canteen, RCAF Station. *Dartmouth N S:* James F Lahey Ltd, interior painting with fire retardant paint of Hangar "C", HMCS *Shearwater. Halifax N S:* Standard Paving Maritime Ltd, asphalt paving of Areas B & C, HMC Dockyard; Standard Paving Maritime Ltd, asphalt paving of Area A near Quay Wall E, HMC Dockyard. *Chatham N B:* Byron H MacDonald, interior painting of Hangar No 4, RCAF Station. *Farnham Que:* Jean Paul Lasnier, installation of concrete slabs for Cadet Camp area. *Granby Que:* Fernand Fortin Inc, installation of steam heating system at Armoury. *Valcartier Que:* J O Lambert Inc, asbestos shingle & asphalt roofing, No 20 Works Coy, RCE Camp. *Barriefield Ont:* Bemac Protective Coatings Ltd, installation of mastic asphalt surfacing in distribution area & in two storage wings, RCEME School. *Cornwall Ont:* Riddell Bros Co Ltd, plaster repairs & repainting Armoury. *Downsview Ont:* Terrazzo, Mosaic & Tile Co Ltd, repairing & refinishing of terrazzo surfaces at Defence Research Medical Laboratories, 1130 Sheppard Ave W. *Hagersville Ont:* Carmichael Roofing & Insulating Co Ltd, re-roofing of hangar No 3, Military Camp. *Niagara Falls Ont:* Warren Bituminous Paving Co Ltd, construction of vehicle parking lot, etc, Victoria Ave Armoury. *Ottawa Ont:* Dibblee Construction Co Ltd, construction of gravel road & culverts, Leitrim Wireless Station. *Fort Churchill Man:* Trevi-Tile Co, removal of existing floor & base & replacing with terrazzo-type flooring, men's mess kitchen, Bldg F16. *Moose Jaw Sask:* Bird Construction Co Ltd, removal of window sash & frames & replacing with new windows, Armoury. *Lancaster Park Alta:* P W Graham & Sons Ltd, installation of "Multiflex" door in north wall of Bldg No 187, MSE Garage, RCAF Station, Namao. *Esquimalt B C:* Farmer Construction Ltd, connecting steam distribution lines & domestic hot water supply from bldg No 28 to bldg No 54, HMCS *Naden.*

Department of Fisheries

Halifax N S: Halifax Shipyards, *construction of steel patrol vessel. *Vancouver B C:* Bel-Aire Shipyard Ltd, *construction of wooden patrol vessel.

Department of Justice

St Vincent de Paul Que: Roger Electric Inc, installation of electrical equipment in Substation, St Vincent de Paul Penitentiary.

National Harbours Board

Montreal Que: Charles Duranceau Ltee, construction of main overpass, Section 2, Champlain Bridge; Louis Donolo Inc, construction of pile foundations, Elevator No 4. *Three Rivers Que:* Rosaire Dufresne Inc, construction of transit shed No 9.

Department of Northern Affairs and National Resources

Baker Lake N W T: Argon Welding Industries Ltd, supply & installation of fuel oil storage tank & distribution system.

Department of Public Works

Burgeo Nfld: Towne & Country Construction Co Ltd, wharf reconstruction. *Chester Ironbound N S:* Continental Construction Co Ltd, breakwater reconstruction. *Guysborough N S:* Campbell & Grant Construction Co Ltd, breakwater improvements. *Reserve Mines N S:* M R Chappell Ltd, construction of post office. *Batiscan Que:* Marautier Construction Inc, repairs to protection walls. *Berthier-en-Bas Que:* Les Entreprises Cap Diamant Ltee, construction of protection works. *Bridgeville Que:* Chandler Construction Ltd, repairs to

wharf & breakwater. *Cedarville Que:* Goudreau Construction Enrg, construction of wharf. *Chicoutimi North Que:* Georges Riverin & Fils Enr, reconstruction of stone wall. *Clermont Que:* Edgar Fournier & Gerard Neron, construction of post office. *Contrecoeur Que:* Gordon Wells, repairs to retaining wall. *Havre aux Maisons, I M Que:* La Cie de Construction Arseneau, construction of landing extension. *L'Isletville Que:* Paul Malenfant, construction of post office. *Matane Que:* Georges Tremblay, construction of retaining wall. *Nouvelle Que:* Ouellon Construction Ltd, construction of post office. *Riviere Ouelle Que:* Pohenegamook Construction Ltd, wharf repairs. *St Basile de Portneuf Que:* Theriault & Beland Inc, construction of post office. *Ste Claire Que:* Georges Chouinard, construction of post office. *Sept Iles Que:* Nordbec Construction Inc, construction of houses for UIC & NA & NR. *Val Brilliant Que:* Henri Audet, construction of post office. *Bala Ont:* B & J Fawcett, wharf repairs. *Burgessville Ont:* Butler-Ash Ltd, construction of post office. *Carp Ont:* Coady Construction Ltd, construction of post office. *Courtright Ont:* Concord Homes, construction of post office. *Jackson's Point Ont:* Simcoe Dock & Dredging Ltd, repairs to South wharf. *McIntosh Ont:* A K Penner & Sons Ltd, construction of two staff units, IRS. *Ottawa Ont:* A Lancot Construction Co Ltd, construction of oil storage tank farm bldg & addition, alterations & repairs to Bldgs "H" & "J", 562 Booth St; Stanley G Brooks, supply & installation of fire alarm system, Royal Canadian Mint, Sussex Drive; Robert Strang, redecoration of certain rooms, Daly Bldg; Universal Electric, supply & installation of transformer & certain alterations, Central Heating Plant, Cliff St. *Pendleton Ont:* Dixon Van Lines Ltd, moving film cannisters & storage racks to Beaconsfield, Que. *Port Rowan Ont:* John L Wamsley, construction of retaining wall. *South River Ont:* Farquhar Construction Ltd, construction of post office. *Wellington Ont:* Frankford Builders Supplies, construction of post office. *Zurich Ont:* John B Erb, construction of post office. *Crystal City Man:* H J Martens, construction of post office. *Wasagaming Man:* Dauphin Fixtures Ltd, construction of RCMP detachment quarters. *Canwood Sask:* E D Senum, construction of post office. *Kelliher Sask:* Holterman Construction, construction of post office. *Milden Sask:* Wolfe Construction, construction of post office. *Ponteix Sask:* Swift Construction Co Ltd, construction of post office. *Prelate Sask:* Wolfe Construction, construction of post office. *Redvers Sask:* F A France Construction Co Ltd, construction of post office. *Rockglen Sask:* Inland Construction Ltd, construction of post office. *Coronation Alta:* Robert Holzer, construction federal bldg. *Exshaw Alta:* Borger Structures Ltd, construction of post office. *Standard Alta:* Borger Structures Ltd, construction of post office. *Bralorne B C:* Burdett Construction Co Ltd, construction of post office. *Klemtu B C:* Stange Construction Co Ltd, construction of addition to classroom & new staff residence, Indian day school. *Penticton B C:* Inland Paving Co Ltd, blacktop paving, Radio Astrophysical Observatory. *Port Alberni B C:* Greenlees Piledriving Co Ltd, wharf repairs, Argyle St. *Prince Rupert B C:* Northwest Construction Ltd, construction of new floor in laundry room & alterations to heating system in nurses' residence, Miller Bay Hospital. *Salmo B C:* Southwest Construction Co Ltd, construction of post office. *Vancouver B C:* Allan & Viner Construction Ltd, alterations to old Federal Bldg (second stage), for UIC. *Yarrow B C:* Triangle Construction Co Ltd, construction of post office.

Contracts Containing the General Fair Wages Clause

Burin Nfld: Grandy's Carpenter Shop, general alterations, federal bldg. *Sydney N S:* McDonald & Robertson, installation of fire-alarm system, federal bldg. *Drummondville Que:* Benjamin Robidas, parapet wall repairs, Heriot Bldg. *Lachine Que:* Edgar Milet Inc, interior painting & plaster repairs, federal bldg. *LaSarre Que:* Alexandre Roberge, general repairs, federal bldg. *Matane Que:* Cie de Construction MFM Ltd, installation of lock boxes, post office. *Quebec Que:* M J Roland Seguin, interior repainting, the Citadel. *Chapleau Ont:* Charles W Collins Store Ltd, interior painting, federal bldg. *London Ont:* E R Taylor Construction Ltd, alterations to Prevost Bldg; Toten Construction Co Ltd, general alterations, Fisheries Research Board. *Ottawa Ont:* Fixit Household Services Ltd, roof repairs, Supreme Court Bldg; A Currie & Son, electrical repairs, British American Bank Note Bldg; Sanco Ltd, cleaning of walls, Victoria Museum; J Milton, supply & installation of exhaust fans, Citizenship & Immigration Bldg; Oak Construction Co Ltd, general alterations, 860 Bank St; R A Bingham & Son, general alterations, Jackson Bldg; Ontario Bldg Cleaning Co Ltd, cleaning & servicing unit heaters, various bldgs; Hurdman Bros Ltd, moving equipment to new location, Le Droit & Royale Bldgs. *Seaforth Ont:* Hildebrand Paint & Wallpaper, interior painting, federal bldg. *Stratford Ont:* Pounder Bros, supply & installation of partitions, federal bldg. *Tillsonburg Ont:* Sinden's Ltd, interior painting, federal bldg. *Steinback Man:* Steinback Lumber Yards Ltd, installation of lock boxes, federal bldg. *Winnipeg Man:* Wyatt Construction Ltd, installation of screenline,

Postal Station "B". *near Chilliwack B C*: North Western Dredging Co Ltd, dredging in Chilliwack River. *Courtenay B C*: Courtenay Decorators, general alterations, federal bldg. *Douglas B C*: Warren M Slaughther, general alterations, Customs & Immigration Bldg. *New Westminster B C*: Evans, Coleman & Evans Ltd, dredging in Fraser River at Government wharf & 8th St floats. *Vancouver B C*: Arvin Hanna, general alterations, Alvin Bldg. *Williams Lake B C*: G & L Carlson Construction Ltd, interior alterations, federal bldg.

St. Lawrence Seaway Authority

Lachine Que: Charles Duranceau Ltd, paving of bridge No 1, Lachine Canal, Eastern District. *St Lambert & Cote Ste Catherine Que*: Quebec Engineering Ltd, construction of entrance wall fenders, St Lambert & Cote Ste Catherine Locks—Eastern District. *Cornwall Island Ont*: Coleman Munro Ltd, construction of drain from municipal road to Customs area. *Iroquois Ont*: Glen Lawrence Construction Co Ltd, paving of road at Iroquois Lock Sightseeing Area. *Port Dalhousie Ont*: Bridge & Tank Co of Canada Ltd, erection of swing bridge (over Third Welland Canal). *St Catherines Ont*: Bridge & Tank Co of Canada Ltd, repair & modification of segmental & truck girders of rolling lift bridges across Welland Ship Canal, Western District; G M Gest Contractors Ltd, modification of mitre gate sills, Welland Canal, Western District; Bridge & Tank Co of Canada Ltd, repair of Bridge No 3 across Welland Canal; R E Law Crushed Stone Ltd, tack coating & asphaltting of wearing surfaces of Bridges Nos 14 & 16, Welland Canal; Dominion Bridge Co Ltd, replacement of counterweight ropes, Bridge 21, Welland Canal; R E Law Crushed Stone Ltd, tack coating & paving of lift spans of Bridge 18, Welland Canal, Western District; Art Ellis Construction Co, construction of linesmen's bldgs, Locks 3 & 7, Welland Canal.

Department of Transport

Cape Race Nfld: Davis Construction Ltd, construction of single dwelling, garage & related works. *St John's (Torbay) Nfld*: Rayner Construction Ltd, repairs to runways 08-26 & 02-20 & ramp, Airport; E P Electric Products Co Ltd, extending H I lighting on Runway 17-35 & relocating approach lights. *Halifax N S*: Universal Electric, installation of street & car park lighting, International Airport; Diamond Construction (1955) Ltd, construction of transmitter bldg, remote receiver bldg, antenna tuning house & related work, Camperdown. *Grindstone M I Que*: Clarry Arseneau, construction of two single dwellings. *Montreal Que*: G M Gest Contractors Ltd, installation of street & car park lighting, Airport; Allied Building Services Ltd, cleaning of Air Terminal Bldg, Airport. *Malton Ont*: Marley Canadian Ltd, supply & installation of cooling towers for power plant, new Terminal complex, Toronto Airport; Dominion Bridge Co Ltd, supply & installation of boilers for power plant, new Terminal complex, Toronto Airport. *Sault Ste Marie Ont*: Arctic Units Ltd, fabrication & erection of temporary Air Terminal Bldgs; Towland Construction Ltd, construction of water supply lines & associated work, Airport. *Toronto Ont*: Walter Young Machinery & Equipment Co Ltd, *construction of sectional steel scow. *Windsor Ont*: Windsor Janitorial Service Co, cleaning of Air Terminal Bldg; Accurate Electrical Contractors, installation of M I lighting, Runway 02-30. *Flin Flon Man*: Tallman Construction Co Ltd, & Simkin's Construction Co Ltd, clearing, stumping, grubbing & construction of paved runway, aircraft parking apron, drainage, lighting & diversion of Provincial Trunk Highway No 10. *North Battleford Sask*: Del Frari Construction, construction of single dwelling, Airport. *Regina Sask*: Smith Bros & Wilson Ltd, construction of remote receiver bldg, Airport. *Peace River Alta*: Lahey Construction Ltd, construction of non-directional beacon & related work. *Fort St John B C*: McWilliams & Brown Enterprises Ltd, construction of ILS Runway 29 including various bldgs & related work. *Prince Rupert B C*: Greenall Bros Ltd, construction of various bldgs & related works; Greenall Bros Ltd, prefabrication & erection of temporary Air Terminal bldgs. *Williams Lake B C*: K Moore & Co Ltd, installation of rotating beacon, Airport.

PRICES AND THE COST OF LIVING

Consumer Price Index, December 1960

Canada's consumer price index (1949=100) remained unchanged at 129.6 between November and December 1960. A year ago the index stood at 127.9*. During the year the index averaged 128.0, which was 1.2 per cent above the 1959 average level of 126.5.

The food index declined 0.2 per cent; the household operation and "other" commodities and services indexes were unchanged. The shelter and clothing indexes were up 0.1 per cent.

The food index decreased from 125.5 to 125.3 as egg prices declined 6 cents a dozen to 62 cents and lower prices were reported for most cuts of beef and veal, lettuce, grapefruit and a number of domestically grown vegetables. Price increases occurred for a number of items including oranges, apples, fresh tomatoes, pork and chicken.

The shelter index advanced from 144.5 to 144.6. The rent component was unchanged for the third successive month, but price increases occurred for several items of home ownership.

The clothing index increased from 112.5 to 112.6; more expensive were men's shirts, hats and over-alls; children's wear was somewhat higher. Prices for women's clothing were slightly lower as fur coat prices decreased. Footwear prices were unchanged, with higher prices for men's work boots balancing lower prices for women's over-shoes. Prices of piece goods showed no change.

The household operation index was unchanged at 123.5 for the third successive month, with price decreases for fuel oil offsetting minor price increases for some items of furniture, floor coverings, household supplies, utensils and equipment, and services.

The "other" commodities and services index was unchanged at 138.3, and reflected changes limited to higher prices for toilet soap and lower prices for gasoline and bicycles.

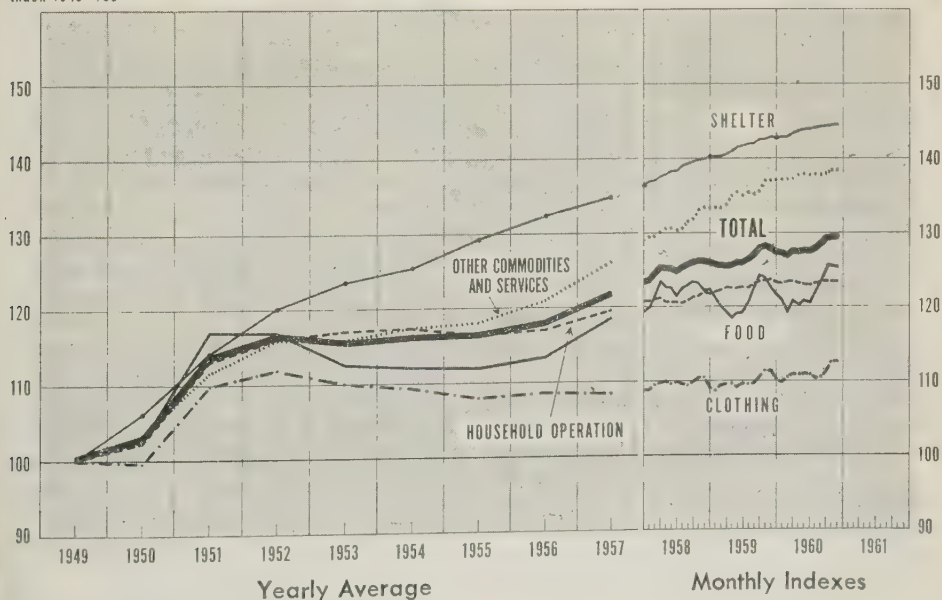
Group indexes in December 1959 were: food 122.4, shelter 142.7, clothing 111.4, household operation 123.7, and "other" commodities and services 136.9.

*See Table F-1 at back of book.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



City Consumer Price Indexes, November 1960

Consumer price indexes (1949=100) rose in six of the ten regional cities between October and November 1960.† Increases ranged from 0.1 per cent in Edmonton-Calgary to 0.8 per cent in St. John's. Indexes were unchanged in Saint John and Ottawa and declined 0.2 per cent in both Toronto and Saskatoon-Regina.

Food indexes declined in seven of the ten regional cities and increased in the other three cities. Shelter indexes increased in five cities, were unchanged in four cities and declined fractionally in the remaining city. Clothing indexes moved up in eight cities and were unchanged in two. Household operation indexes showed mixed results: five city indexes declined, four increased and one remained unchanged. Other commodities and services indexes were higher in all ten regional cities.

Regional consumer price index point changes between October and November were as follows: St. John's +0.9 to 115.9*; Montreal +0.6 to 129.7; Winnipeg +0.6

to 127.7; Halifax +0.3 to 128.4; Vancouver +0.3 to 130.8; Edmonton-Calgary +0.1 to 125.7; Toronto -0.2 to 131.9; Saskatoon-Regina -0.2 to 125.5. Saint John and Ottawa remained unchanged at 130.0 and 130.2 respectively.

U.S. Consumer Price Index, November 1960

The United States consumer price index (1947-49=100) rose between mid-October and mid-November for the 16th time in the past 20 months. It increased from 127.3 to 127.4, another record.

The principal factors in the month's advance were an unusual increase in food prices and the usual increase in prices for services. It was the first time food prices had risen in November since 1951.

U.K. Index of Retail Prices, October 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose almost a full point to a new high between mid-September and mid-October, climbing from 110.5 to 111.4. In October 1959 it was 109.2.

Recent Regulations

(Continued from page 60)

The regulations now provide that before a new operator is put in charge of a passenger elevator he must have adequate experience or training under the direction of a licensed operator or an instructor and a complete knowledge of instructions for elevator operation as set out in the appendix to the regulations.

Railway Board of Adjustment

(Continued from page 55)

One paragraph of this article provided that trainmen in regular assigned freight service would be used to operate the first unassigned train out of any away-from-home terminal when their regular train was reported four hours late or was cancelled.

The same paragraph, the company pointed out, also provided that if the train were reported four hours late another article of the agreement would apply with regard to payment for the time the crew was held away from home in excess of 16 hours.

†See Table F-2 at back of book.

*On base June 1951=100.

The company agreed that it was required to pay this penalty when a train was reported four hours late, but on each of the trips for which the union submitted a claim the trains had been well ahead of the four-hour limit, the company said.

The Board did not sustain the employees' contention.

Decisions of Umpire

(Continued from page 65)

person's unemployed status under the new Regulation 154 (2), such status now depending on the amount of time ("extent") that a person spends in "self-employment, business engagement or employment."

As the record shows that the claimant in the present case was working at his father's shop six to eight hours a day, six days a week (in fact, he stated that "I spend all my time at these premises"), I consider that his employment was not "minor in extent" and that he must, therefore, be considered as not unemployed for the purpose of the Act and the Regulations during the period in question in the present appeal.

For the above reasons, I decide to affirm the unanimous decision of the board of referees and to dismiss the claimant's appeal.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their Institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 147.

Annual Reports

1. GREAT BRITAIN. FACTORY DEPARTMENT. *Annual Report of the Chief Inspector of Factories for the Year 1959*. London, HMSO, 1960. Pp. 128.

2. GREAT BRITAIN. FACTORY DEPARTMENT. *Annual Report of the Chief Inspector of Factories on Industrial Health, 1959*. London, HMSO, 1960. Pp. 60.

3. GREAT BRITAIN. MINISTRY OF PENSIONS AND NATIONAL INSURANCE. *Report for the Year 1959*. London, HMSO, 1960. Pp. 140.

4. INDIA. MINISTRY OF LABOUR AND EMPLOYMENT. OFFICE OF THE CHIEF ADVISER, FACTORIES. *Annual Report for the Year 1959 on the Working of the Indian Dock Labourers Act, 1934 and the Indian Dock Labourers Regulations, 1948*. New Delhi, 1960. Pp. 41.

5. NATIONAL INSTITUTE OF HOUSEWORKERS. *Annual Report, 1959-60*. London, 1960. Pp. 31.

6. QUEBEC (PROV.). WORKMEN'S COMPENSATION BOARD. *Thirty-second Annual Report, 1959*. Quebec, 1960. Pp. 23.

English and French.

Automation

7. CANADIAN INSTITUTE OF CHARTERED ACCOUNTANTS. *Integrated and Electronic Data Processing in Canada*. Toronto, c1957. Pp. 56.

Contents: What is Integrated Data Processing? Evaluating EDP Possibilities—a Program. A Review of Integrated Data Processing Equipment. A Review of Electronic Data Processing Equipment. Auditing Electronically Produced Records. Integrated Data Processing—A Case History. The Role of Communications in Integrated Data Processing. The Decision to "Go Electronic."

8. EUROPEAN PRODUCTIVITY AGENCY. *Low Cost Automation; Final Report*. Project 382/X. Paris, OEEC, 1960. 1 volume (various pagings).

"'Low Cost Automation' can be defined as 'a replacement of muscular and mental effort by the use of simple pneumatic, electric, hydraulic and mechanical components in manufacturing and assembly operations'." Describes a project which "was set up with the purpose of stimulating among small and medium-sized European manufacturers and their engineers and technicians a desire to apply advanced mechanization to their plants and to show them, step by step, how to do this."

Canada at Work Broadcasts

The following talks were presented under the auspices of, and published by, the federal Department of Labour in Ottawa in 1960.

9. CAMPBELL, IAN. *Age and Performance*. Pp. 4.

The speaker is National Co-ordinator of the Civilian Rehabilitation Branch of the federal Department of Labour and chairman of the Interdepartmental Committee on the Problem of the Older Worker. He affirms that workers over 40 are as productive as younger workers.

10. CANADA. DEPARTMENT OF LABOUR. *Know Canada better* [by] Alan Field [and others] 4 Parts.

Consists of four talks describing the various regions of Canada. The speakers were Alan Field, Director of the Canadian Government Travel Bureau; Gordon Hogarth, Acting Deputy Minister and Director, Division of Publicity, Ontario Department of Travel and Publicity; Dan Wallace, Director of the Nova Scotia Travel Bureau; and, David B. Turner, Deputy Minister of Recreation and Conservation for British Columbia.

11. FIELD, F. F. *Winter Employment and the National Housing Act*. Pp. 4.

The speaker is Director of Information of the Central Mortgage and Housing Corporation. He discusses how the Corporation helps to stimulate employment in the building trades in the winter.

12. HARVEY, JAMES. *Canada's Industrial Development Bank*. Pp. 4.

The speaker, Manager of the Industrial Development Bank of Canada, told how the Bank assists smaller Canadian industries to finance expansion.

Disabled—Rehabilitation

13. TAYLOR, WALLACE W. *Special Education of Physically Handicapped Children in Western Europe*, by Wallace W. Taylor and Isabelle Wagner Taylor. New York, International Society for the Welfare of Cripples, 1960. Pp. 497.

14. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE PHYSICALLY HANDICAPPED. *Small Business speaks: Utilizing Handicapped Workers*. Washington, GPO, 1960. Pp. 19.

Portions of a panel discussion sponsored by the U.S. Small Business Administration and the President's Committee on Employment of the Physically Handicapped. Partial Contents: Selection, Training, and Assignment. Promotion and Transfer. Supervision. Management's Relationship with Agencies serving the Handicapped.

Economic Conditions

15. CAVES, RICHARD EARL. *The Canadian Economy; Prospect and Retrospect*, by Richard E. Caves and Richard H. Holton. Cambridge, Harvard University Press, 1959. Pp. 676.

Examines Canadian economic development up to the present and then estimates what the Canadian economy will be in 1970, taking into consideration such things as population, labour force, gross national product, personal consumption expenditures, investment expenditures, public finance, foreign trade, and primary manufacturing, and service industries.

16. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *National Income and Expenditure, 1960*. London, HMSO, 1960. Pp. 79.

International Labour Organization

17. INTERNATIONAL LABOUR OFFICE. *General Report prepared [for the Coal Mines Committee]* First item on the agenda. Geneva, 1959. 2 parts.

At head of title: Report 1, item 1 (a) and (b) [and 1 (c)] International Labour Organization. Coal Mines Committee. 7th sess., Geneva, 1959.

Contents: [1] Effect given to the Conclusions of the Previous Sessions. [2] Recent Events and Developments in the Coal Mining Industry.

Supplementary Report [to Item 1 (a) and (b)]. 59 p.

18. INTERNATIONAL LABOUR OFFICE. *Labour Inspection in Road Transport*. Third item on the agenda. Geneva, 1956. Pp. 174.

At head of title: Report 3. International Labour Organization. Inland Transport Committee, Hamburg, 1957.

19. INTERNATIONAL LABOUR OFFICE. *Labour-Management Relations in the Coal Mining Industry with Emphasis on the Human Aspects of Relations within the Enterprise*. Third item on the agenda. Geneva, 1959. Pp. 95.

At head of title: Report 3. International Labour Organization. Coal Mines Committee. 7th sess., Geneva, 1959.

20. INTERNATIONAL LABOUR OFFICE. *Methods of improving Organization of Work and Output in Ports*. Second item on the agenda. Geneva, 1956. Pp. 196.

At head of title: Report 2. International Labour Organization. Inland Transport Committee, 6th sess., Hamburg, 1957.

21. INTERNATIONAL LABOUR OFFICE. *Principles and Methods of Wage Determination in the Coal-Mining Industry*. Second item on the agenda. Geneva, 1959. Pp. 84.

At head of title: Report 2. International Labour Organization. Coal Mines Committee. 7th sess., Geneva, 1959.

Labour Laws and Legislation

22. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Title VII: The Taft-Hartley Amendments*, by R. W. Fleming. Urbana, 1960. Pp. 666-710.

A discussion of Title VII, a section of the Labor-Management Reporting and Disclosure Act of 1959, which deals with "the problems of federal-state jurisdiction, economic strikers, boycotts, the hot-cargo contract, organization and recognition picketing, and special membership and pre-hire problems of the building and construction industry."

23. U.S. BUREAU OF LABOR STANDARDS. *State Laws regulating Private Employment Agencies*. Washington, GPO, 1960. Pp. 124.

Contains a "brief history of State laws regulating private employment agencies, a discussion of the major provisions, and a State-by-State summary of the laws."

Labour Organization

24. GHOSH, SUBRATESH. *Trade Unionism in the Under-Developed Countries*. Calcutta, Bookland Private Limited, 1960. Pp. 410.

A study of trade unions in South East Asia.

25. HEAPS, DAVID. *International Labor Bodies; a Summary of the Work and Purposes of the ICFTU, the International Trade Secretariats, and the ILO*. New York, American Labor Education Service, c1960. Pp. 16.

A brief outline of what is done by the International Confederation of Free Trade Unions, the International Trade Secretariats, and the International Labour Organization.

26. INTERNATIONAL UNION OF OPERATING ENGINEERING. LOCAL NO. 793. *Annual Year Book, 1960*. Toronto, 1960. Pp. 80.

27. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Report, Fiscal Year, 1960*. Washington, GPO, 1960. Pp. 88.

The Bureau of Labor-Management Reports was set up by the Labor-Management Reporting and Disclosure Act of 1959 to receive reports from labour unions on their financial operations and reports on other matters.

Labour Supply

28. HOROWITZ, MORRIS AARON. *Manpower Utilization in the Railroad Industry, an Analysis of Working Rules and Practices*. Boston, Bureau of Business and Economic Research, Northeastern University, 1960. Pp. 68.

A critical examination of working rules and practices in American railroads leads the author to suggest that some changes in the rules might improve output per manhour in the industry.

29. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *The Scientist in American Industry: Some Organizational Determinants in Manpower Utilization*, by Simon Marcson. Princeton, 1960. Pp. 158.

A study of the "organization of research in the central research laboratory of a large corporation that employs several hundred scientists."

30. YPSILANTIS, JAMES N. *The Labor Force of Czechoslovakia*. Washington, GPO, 1960. Pp. 30.

Labouring Classes

31. GORDON, MARGARET S. *Aging and Income Security*. Berkeley, University of California, Institute of Industrial Relations, 1960. Pp. 208-260.

Discusses the economic status of the older citizen in the U.S. and the amount of security provided by private and public old age pensions.

32. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Categories of Thought about Jobs and People in Industry*, by Harry C. Triandis. Urbana, 1960. Pp. 338-344.

Describes results of a survey in a company in a rural New York State community. Managers, clerks and workers were questioned about their present job, a previous job, and the job they would like if they didn't have their present job.

33. NATIONAL TRUST COMPANY LIMITED. *A Study of Canadian Pension Plans*. Toronto, c1960. 1 volume (unpaged).

A survey of about 117 pension plans in 100 companies. Provides the following information in columnar form: type of business; employee group covered by the plan; funding medium; eligibility; retirement age; employee contributions; pension formula; termination; and, vesting.

34. RUTGERS UNIVERSITY, NEW BRUNSWICK, N.J. INSTITUTE OF MANAGEMENT AND LABOR RELATIONS. *The Changing Woman Worker: a Study of the Female Labor Force in New Jersey and in the Nation from 1940 to 1958*, by Georgina M. Smith. New Brunswick, N.J., 1960. Pp. 23.

35. U.S. EMPLOYMENT SERVICE. *Job Guide for Young Workers*. 1960-61 ed. Washington, GPO, 1960. Pp. 72.

36. VACCARA, BEATRICE N. *Employment and Output in Protected Manufacturing Industries*. Washington, Brookings Institution, 1960. Pp. 107.

A short study of the employment implications of a reduction of import barriers in protected manufacturing industries.

Migrant Labour

37. U.S. BUREAU OF LABOR STANDARDS. *State-Migratory Labor Committees, Their Organization and Programs*. Washington, GPO, 1960. Pp. 75.

38. U.S. PRESIDENT'S COMMITTEE ON MIGRATORY LABOR. *Report to the President on Domestic Migratory Farm Labor*. Washington, GPO, 1960. Pp. 33.

39. WESTERN INTERSTATE CONFERENCE ON MIGRATORY LABOR, PHOENIX, 1960. *Proceedings*. [San Francisco, Council of State Governments, Western Office, 1960] Pp. 53. Conference held April 10-13, 1960. "Reproduced by the President's Committee on Migratory Labor."

Unemployment

40. DEVINO, WILLIAM STANLEY. *Exhaustion of Unemployment Benefits during a Recession, a Case Study*. East Lansing, Labor and Industrial Relations Center, Michigan State University, 1960. Pp. 78.

A study, covering the period August 1957 to August 1958, of unemployment insurance claimants in Lansing, Michigan who had exhausted their unemployment benefits.

41. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Seasonal Employment in New Brunswick*. Fredericton, 1960. Pp. 35.

Describes the program of the provincial government of New Brunswick to alleviate seasonal unemployment.

42. U.S. BUREAU OF LABOR STATISTICS. *Impact on Workers and Community of a Plant Shutdown in a Depressed Area*. Washington, GPO, 1960. Pp. 58.

"... A case history of a short period of time in the life of a community struggling to provide adequate job opportunities for its citizens." The community under study was Mt. Vernon, Ill., where the largest industrial plant shut down.

Wages and Hours

43. CANADA. BUREAU OF STATISTICS. *Distribution of Non-Farm Incomes in Canada by size, 1957*. Ottawa, Queen's Printer, 1959. Pp. 40.

44. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Employment and Earnings in the Scientific and Technical Professions, 1959*. Ottawa, 1960. Pp. 4.

Miscellaneous

45. CANADA. BUREAU OF STATISTICS. *Illness and Health Care in Canada: Canadian Sickness Survey, 1950-51*. [Prepared jointly by the Department of National Health and Welfare and the Dominion Bureau of Statistics] Ottawa, Queen's Printer, 1960. Pp. 217.

Contains material previously contained in the eleven parts of the Canadian Sickness Survey.

46. CANADA. ROYAL CANADIAN NAVY. *Seaman's Handbook*. Ottawa, 1960. Pp. 366.

Contents: The Story of the RCN. Customs and Traditions. Discipline and Organization. The Sea. Ships and Aircraft. Ships Maintenance. Ropework. Rigging and Shipboard Work. Boatwork. ABCD (Atomic, Biological and Chemical Protection; and Damage Control) The Organization of a Ship. Kit and Cleanliness. Advancement, Promotion, Documents and Pay. On being a Seaman.

47. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Management and Union Rights in Industrial Establishments*, by Milton Derber. Urbana, 1960. Pp. 3-11.

An examination of "What rights unions and managements should exercise in the operation of an enterprise."

48. NATIONAL CONFERENCE OF HEAD STATE SUPERVISORS [of] VOCATIONAL EDUCATION IN AGRICULTURE, WASHINGTON, D.C., 1960. *Summaries of Committee Reports. Techniques for improving Administration and Supervision in Vocational Agriculture, Washington, D.C., May 16-27, 1960*. Washington, U.S. Office of Education, Division of Vocational Education, 1960. Pp. 98.

49. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Problem-Solving Conferences: How to plan them; How to lead them; How to make them work*, by George V. Moser. New York, 1960. Pp. 56.

Discusses the following: 1. what is meant by "conference"; 2. criteria for judging the

conference problem; 3. how to prepare for the conference; 4. Four phases of a conference (a. Presentation of the problem; b. Discussion; c. Evaluation of ideas; d. Summary or conclusion); 5. Conference leadership; 6. Size of conference; and, 7. The conference member.

50. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Use of Motivation Research in Marketing*, by Lawrence C. Lockley. New York, 1960. Pp. 27.

"Motivation research, as it is applied to marketing research, can be summed up as the attempt to comprehend and forecast consumers' buying motives and buying decisions by the use of techniques that try to penetrate below the level of the conscious mind and uncover motives of which consumers are not themselves aware or tend to conceal." This study describes motivation research techniques, evaluates them, and suggests where and how they can be used to greatest advantage.

51. U.S. BUREAU OF VETERANS' REEMPLOYMENT RIGHTS. *Reemployment Rights Handbook; Questions and Answers about Veterans' Reemployment Rights*. Rev. ed. May 1958. Washington, GPO, 1960. Pp. 138.

Third-Quarter Imports in 1960 Down from Preceding Year

Commodity imports into Canada during the third quarter of 1960 amounted to \$1,295,900,000, the Dominion Bureau of Statistics reported last month. Imports in the quarter continued the downward trend shown in the second quarter and were 4.3 per cent below the total of \$1,354,400,000 for the July-September period of 1959.

The nine-month total was \$4,101,500,000, a fractional decrease of 0.2 per cent from the total during the same nine-month period in 1959. When compared with 1959, an increase in the first quarter was offset by the declines in the second and third quarters. The average price of imports rose slightly in the second and third quarters; therefore the volume of imports declined somewhat more than their value.

In the third quarter, most import commodities showed decreases compared with the same period of 1959. In particular, farm implements and machinery decreased from \$67.7 million to \$45.9 million, automobiles from \$50.7 million to \$40.6 million, automobile parts from \$52.1 million to \$47.3 million, electrical apparatus from \$76.6 million to \$63.5 million, and rolling mill products from \$32.9 million to \$27.4 million.

Crude petroleum imports jumped from \$68.4 million to \$80.5 million. Imports of aircraft and paper also rose in the third quarter.

In the first nine months of 1960, imports of about half of the main commodities were higher than in the same period of 1959, mainly owing to large arrivals in the first quarter. Automobiles, cotton products, aircraft, vegetables and paper increased considerably but farm implements and machinery, petroleum products and unmanufactured wood fell off appreciably.

Canadian Air Line, Telegraphers Set Up Board of Adjustment

A board of adjustment has been set up for the disposition of disputes between Canadian Pacific Air Lines, Ltd., and the Order of Railroad Telegraphers, representing dispatchers and traffic employees.

The agreement covering the appointment of the board provides that the board shall consist of six members, three to be chosen by the company and three by the union.

The following have been appointed to the board: Chairman—J. A. Cusack, Vice-President, Order of Railroad Telegraphers; Vice-Chairman—J. K. Dakin, Director of Industrial Relations, Canadian Pacific Air Lines, Ltd.; Members—W. V. Riley and W. A. Chambers for the company; and R. C. Smith and W. E. Nordick for the union.

LABOUR STATISTICS

| | PAGE |
|---|------|
| Tables A-1 to A-4—Labour Force..... | 77 |
| Table B-1—Labour Income..... | 79 |
| Tables C-1 to C-6—Employment, Hours and Earnings..... | 80 |
| Tables D-1 to D-6—Employment Service Statistics..... | 85 |
| Tables E-1 to E-4—Unemployment Insurance..... | 91 |
| Tables F-1 and F-2—Prices..... | 93 |
| Tables G-1 to G-4—Strikes and Lockouts..... | 94 |
| Tables H-1 and H-2—Industrial Fatalities..... | 96 |

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 15, 1960

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

| | Canada | Atlantic Region | Quebec | Ontario | Prairie Region | British Columbia |
|--------------------------------------|--------|--------------------|--------|---------|-------------------|---------------------|
| The Labour Force..... | 6,499 | 592 | 1,820 | 2,392 | 1,111 | 584 |
| Men..... | 4,776 | 451 | 1,349 | 1,709 | 831 | 436 |
| Women..... | 1,723 | 141 | 471 | 683 | 280 | 148 |
| 14—19 years..... | 632 | 68 | 215 | 202 | 106 | 41 |
| 20—24 years..... | 803 | 83 | 261 | 264 | 132 | 63 |
| 25—44 years..... | 2,977 | 244 | 832 | 1,123 | 499 | 279 |
| 45—64 years..... | 1,857 | 171 | 462 | 713 | 330 | 181 |
| 65 years and over..... | 230 | 26 | 50 | 90 | 44 | 20 |
| Employed..... | 6,131 | 546 | 1,694 | 2,272 | 1,080 | 539 |
| Men..... | 4,470 | 409 | 1,243 | 1,611 | 808 | 399 |
| Women..... | 1,661 | 137 | 451 | 661 | 272 | 140 |
| Agricultural..... | 695 | 62 | 142 | 180 | 280 | 31 |
| Non-Agricultural..... | 5,436 | 484 | 1,552 | 2,092 | 800 | 508 |
| Paid Workers..... | 4,988 | 438 | 1,413 | 1,937 | 747 | 453 |
| Men..... | 3,488 | 318 | 998 | 1,334 | 511 | 327 |
| Women..... | 1,500 | 120 | 415 | 603 | 236 | 126 |
| Unemployed..... | 368 | 46 | 126 | 120 | 31 | 45 |
| Men..... | 306 | 42 | 106 | 98 | 23 | 37 |
| Women..... | 62 | * | 20 | 22 | * | * |
| Persons Not in the Labour Force..... | 5,363 | 600 | 1,543 | 1,782 | 917 | 521 |
| Men..... | 1,136 | 144 | 312 | 353 | 201 | 126 |
| Women..... | 4,227 | 456 | 1,231 | 1,429 | 716 | 395 |

* Less than 10,000.

TABLE A-2—UNEMPLOYED

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

| | October 1960 | September 1960 | October 1959 |
|--|-----------------|-------------------|-----------------|
| Total Unemployed..... | 368 | 327 | 251 |
| On Temporary layoff up to 30 days..... | 21 | 22 | 14 |
| Without work and seeking work..... | 347 | 305 | 237 |
| Seeking full-time work..... | 332 | 291 | 228 |
| Seeking part-time work..... | 15 | 14 | * |
| Seeking under 1 month..... | 120 | 98 | 90 |
| Seeking 1-3 months..... | 125 | 117 | 87 |
| Seeking 4-6 months..... | 53 | 44 | 23 |
| Seeking more than 6 months..... | 49 | 46 | 37 |

* Less than 10,000.

TABLE A-3—DESTINATION OF ALL IMMIGRANTS BY REGIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

| Period | Atlantic | Quebec | Ontario | Prairies | B.C. Yukon N.W.T. | Canada Total | Males |
|--------------------------|----------|--------|---------|----------|-------------------------|----------------------|---------|
| 1953 Total..... | 4,049 | 34,294 | 90,120 | 27,208 | 13,197 | 168,868 | 91,422 |
| 1954 Total..... | 3,849 | 28,419 | 83,029 | 26,638 | 12,292 | 154,227 | 84,531 |
| 1955 Total..... | 3,067 | 22,117 | 57,563 | 15,559 | 11,640 | 109,946 | 56,828 |
| 1956 Total..... | 3,029 | 31,396 | 90,662 | 17,957 | 17,930 | 164,857 ¹ | 89,541 |
| 1957 Total..... | 5,092 | 55,073 | 147,097 | 37,172 | 37,730 | 282,164 | 154,226 |
| 1958 Total..... | 3,268 | 28,443 | 63,853 | 15,756 | 13,531 | 124,851 | 60,630 |
| 1959 Total..... | 2,163 | 24,816 | 55,976 | 12,848 | 11,125 | 106,928 | 51,476 |
| 1959 First 9 Months..... | 1,638 | 19,295 | 45,004 | 10,432 | 8,986 | 85,355 | 42,079 |
| 1960 First 9 Months..... | 1,695 | 18,917 | 43,784 | 11,146 | 8,301 | 83,843 | 42,567 |

(1) Total includes 3,883 whose destination is not specified.

TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

| | Managerial and Professional | Clerical | Transportation and Communication | Commercial and Financial | Service | Agriculture | Fishing, Trapping, Logging and Mining | Manufacturing and Mechanical and Construction | Labourers | Others | Total Workers |
|--------------------------|--------------------------------|----------|-------------------------------------|-----------------------------|---------|-------------|--|---|-----------|--------|---------------|
| 1953 Total..... | 10,021 | 6,339 | 1,855 | 3,185 | 13,766 | 17,250 | 879 | 26,492 | 10,380 | 966 | 91,133 |
| 1954 Total..... | 9,983 | 6,775 | 1,938 | 2,735 | 11,974 | 10,920 | 763 | 25,699 | 13,011 | 578 | 84,376 |
| 1955 Total..... | 8,563 | 5,775 | 1,190 | 2,146 | 9,588 | 7,036 | 514 | 15,117 | 7,687 | 371 | 57,987 |
| 1956 Total..... | 10,339 | 9,492 | 2,255 | 3,823 | 13,800 | 7,500 | 1,649 | 29,264 | 12,482 | 435 | 91,039 |
| 1957 Total..... | 17,256 | 16,829 | 5,254 | 6,559 | 17,574 | 10,838 | 2,693 | 54,376 | 19,471 | 661 | 151,511 |
| 1958 Total..... | 8,497 | 6,745 | 1,229 | 2,229 | 11,501 | 5,071 | 513 | 17,476 | 9,388 | 429 | 63,078 |
| 1959 Total..... | 7,784 | 5,459 | 999 | 2,107 | 9,740 | 4,965 | 371 | 12,792 | 8,940 | 394 | 53,551 |
| 1959 First 9 Months..... | 6,295 | 4,555 | 835 | 1,756 | 7,610 | 4,098 | 298 | 10,877 | 7,308 | 311 | 43,943 |
| 1960 First 9 Months..... | 6,578 | 4,888 | 1,062 | 1,781 | 6,634 | 4,620 | 602 | 11,590 | 6,291 | 276 | 44,322 |

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

| Year and Month | Monthly Totals | | | Quarterly Totals ¹ | | | | | | Totals ² |
|----------------|----------------|--------------------|--|-------------------------------|-------------------|---------------------|--------|---|---|---------------------|
| | Mining | Manu- facturing | Trans- portation, Storage and Communi- cation ² | Forestry | Construc- tion | Public Utilities | Trade | Finance Services (includ- ing Gov- ernment) | Supple- men- tary Labour Income | |
| 1955—Total.... | 432 | 4,148 | 1,396 | 329 | 925 | 204 | 1,870 | 3,211 | 538 | 13,223 |
| 1956—Total.... | 498 | 4,586 | 1,560 | 371 | 1,210 | 239 | 2,069 | 3,546 | 617 | 14,890 |
| 1957—Total.... | 535 | 4,805 | 1,658 | 336 | 1,316 | 363 | 2,263 | 3,954 | 673 | 15,996 |
| 1958—Total.... | 526 | 4,745 | 1,664 | 271 | 1,336 | 285 | 2,356 | 4,334 | 717 | 16,434 |
| 1959—Total.... | 552 | 5,018 | 1,756 | 288 | 1,463 | 302 | 2,527 | 4,821 | 770 | 17,717 |
| 1959—Oct..... | 47.0 | 434.0 | 150.7 | ..... | ..... | ..... | ..... | ..... | ..... | 1,545.2 |
| Nov..... | 47.1 | 421.0 | 148.0 | 94.2 | 371.4 | 77.4 | 661.0 | 1,230.1 | 197.3 | 1,510.8 |
| Dec..... | 46.1 | 419.9 | 142.5 | ..... | ..... | ..... | ..... | ..... | ..... | 1,482.1 |
| 1960—Jan..... | 46.0 | 418.8 | 140.3 | ..... | ..... | ..... | ..... | ..... | ..... | 1,458.7 |
| Feb..... | 46.7 | 418.8 | 141.3 | 73.4 | 296.5 | 74.7 | 634.7 | 1,234.3 | 204.4 | 1,461.1 |
| March.... | 46.7 | 421.2 | 138.7 | ..... | ..... | ..... | ..... | ..... | ..... | 1,462.6 |
| April..... | 44.7 | 422.9 | 145.0 | ..... | ..... | ..... | ..... | ..... | ..... | 1,486.9 |
| May..... | 45.2 | 429.7 | 147.9 | 71.7 | 356.1 | 77.7 | 656.5 | 1,297.1 | 209.8 | 1,532.6 |
| June..... | 46.8 | 434.8 | 150.7 | ..... | ..... | ..... | ..... | ..... | ..... | 1,576.8 |
| July..... | 46.4 | 429.6 | 153.6 | ..... | ..... | ..... | ..... | ..... | ..... | 1,564.1 |
| Aug..... | 46.7 | 430.3 | 152.9 | 88.4 | 417.6† | 81.1† | 663.7† | 1,300.6† | 213.9† | 1,574.5 |
| Sept.*.... | 47.0 | 434.3 | 151.6 | ..... | ..... | ..... | ..... | ..... | ..... | 1,603.9 |
| Oct.†.... | 45.9 | 429.6 | 150.0 | ..... | ..... | ..... | ..... | ..... | ..... | 1,583.9 |

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at October, 1960 employers in the principal non-agricultural industries reported a total employment of 2,878,824. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

| Year and Month | Industrial Composite | | | | Manufacturing | | | |
|----------------|---------------------------------------|-------------------|-----------------------------------|-----------------------------------|--------------------------|--------------------|-----------------------------------|-----------------------------------|
| | Index Numbers (1949=100) ¹ | | | Average Weekly Wages and Salaries | Index Numbers (1949=100) | | | Average Weekly Wages and Salaries |
| | Employment | Aggregate Payroll | Average Weekly Wages and Salaries | | Employment | Aggregate Payrolls | Average Weekly Wages and Salaries | |
| | | | | \$ | | | | \$ |
| Averages | | | | | | | | |
| 1955..... | 112.9 | 161.2 | 142.1 | 61.05 | 109.8 | 159.5 | 144.4 | 63.48 |
| 1956..... | 120.7 | 182.0 | 150.0 | 64.44 | 115.8 | 176.8 | 151.7 | 66.71 |
| 1957..... | 122.6 | 194.7 | 158.1 | 67.93 | 115.8 | 185.3 | 159.1 | 69.94 |
| 1958..... | 117.9 | 194.1 | 163.9 | 70.43 | 109.8 | 182.7 | 165.3 | 72.67 |
| 1959..... | 119.7 | 205.7 | 171.0 | 73.47 | 111.1 | 193.3 | 172.5 | 75.34 |
| 1959 | | | | | | | | |
| October..... | 124.4 | 127.3 | 173.8 | 74.66 | 113.9 | 201.8 | 175.3 | 77.06 |
| November..... | 121.8 | 211.6 | 172.8 | 74.23 | 110.6 | 195.3 | 174.8 | 76.86 |
| December..... | 118.1 | 200.0 | 168.6 | 72.41 | 108.4 | 187.1 | 170.9 | 75.14 |
| 1960 | | | | | | | | |
| January..... | 115.1 | 202.2 | 174.9 | 75.13 | 108.6 | 194.4 | 177.2 | 77.90 |
| February..... | 114.6 | 202.0 | 175.4 | 75.35 | 108.9 | 194.4 | 176.7 | 77.68 |
| March..... | 114.2 | 231.5 | 175.4 | 75.27 | 109.0 | 195.5 | 177.5 | 78.04 |
| April..... | 114.8 | 204.1 | 176.9 | 75.98 | 108.8 | 196.3 | 178.5 | 78.48 |
| May..... | 118.9 | 209.8 | 175.4 | 75.36 | 110.6 | 198.1 | 176.9 | 77.80 |
| June..... | 122.8 | 217.7 | 176.1 | 75.67 | 112.1 | 201.8 | 177.8 | 78.16 |
| July..... | 121.9 | 217.8 | 177.6 | 76.28 | 110.2 | 198.4 | 177.8 | 78.18 |
| Aug..... | 123.1 | 219.0 | 176.8 | 75.94 | 111.7 | 199.7 | 176.5 | 77.62 |
| Sept..... | 123.1 | 223.8 | 178.2 | 76.56 | 111.6 | 201.6 | 178.2 | 78.37 |
| Oct..... | 121.4 | 218.2 | 178.4 | 76.66 | 109.6 | 199.4 | 179.6 | 78.95 |

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

| Area | Employment Index Numbers | | | Average Weekly Wages and Salaries, in Dollars | | |
|--|--------------------------|--------------|---------------|---|--------------|---------------|
| | Sept. 1960 | Aug. 1960 | Sept. 1959 | Sept. 1960 | Aug. 1960 | Sept. 1959 |
| | | | | \$ | \$ | \$ |
| Provinces | | | | | | |
| Newfoundland..... | 151.0 | 149.2 | 144.8 | 69.36 | 67.48 | 63.45 |
| Prince Edward Island..... | 143.8 | 148.7 | 145.5 | 53.72 | 53.06 | 55.39 |
| Nova Scotia..... | 97.9 | 98.9 | 99.9 | 63.36 | 62.43 | 61.28 |
| New Brunswick..... | 108.0 | 109.2 | 108.2 | 62.53 | 62.44 | 61.10 |
| Quebec..... | 124.1 | 123.7 | 124.9 | 73.82 | 73.28 | 71.19 |
| Ontario..... | 121.8 | 121.4 | 125.6 | 79.54 | 78.93 | 77.50 |
| Manitoba..... | 115.8 | 116.9 | 118.0 | 72.81 | 72.33 | 71.24 |
| Saskatchewan..... | 134.2 | 135.4 | 137.9 | 73.42 | 72.80 | 71.50 |
| Alberta (including Northwest Territories)..... | 159.2 | 162.6 | 165.0 | 78.16 | 78.03 | 76.07 |
| British Columbia (including Yukon)..... | 119.0 | 119.9 | 122.9 | 83.66 | 82.48 | 80.54 |
| Canada..... | 123.0 | 123.1 | 125.6 | 76.57 | 75.94 | 74.30 |
| Urban Areas | | | | | | |
| St. John's..... | 143.8 | 144.0 | 152.5 | 55.12 | 55.36 | 52.34 |
| Sydney..... | 95.8 | 90.2 | 92.6 | 77.48 | 74.44 | 75.13 |
| Halifax..... | 117.8 | 116.9 | 116.3 | 62.29 | 62.69 | 59.92 |
| Moncton..... | 101.9 | 102.5 | 104.2 | 60.41 | 59.35 | 58.16 |
| Saint John..... | 107.3 | 107.9 | 100.1 | 63.64 | 63.06 | 58.83 |
| Chicoutimi—Jonquiere..... | 120.7 | 123.5 | 116.0 | 95.70 | 92.89 | 86.42 |
| Quebec..... | 112.6 | 114.2 | 115.1 | 65.10 | 64.08 | 62.53 |
| Sherbrooke..... | 104.6 | 104.2 | 103.9 | 63.97 | 63.30 | 59.91 |
| Shawinigan Falls..... | 109.9 | 112.7 | 105.9 | 83.12 | 83.04 | 80.68 |
| Three Rivers..... | 112.8 | 114.8 | 124.9 | 72.84 | 70.68 | 68.67 |
| Drummondville..... | 78.2 | 76.8 | 78.4 | 61.44 | 61.10 | 60.30 |
| Montreal..... | 125.4 | 124.7 | 127.0 | 75.36 | 75.05 | 73.13 |
| Ottawa—Hull..... | 126.8 | 127.6 | 130.2 | 71.95 | 71.30 | 69.08 |
| Kingston..... | 112.6 | 116.2 | 111.4 | 74.90 | 73.33 | 70.82 |
| Peterborough..... | 93.6 | 95.1 | 102.3 | 85.16 | 84.41 | 83.13 |
| Oshawa..... | 165.2 | 126.9 | 177.3 | 90.15 | 86.94 | 86.60 |
| Toronto..... | 131.1 | 130.9 | 134.3 | 80.02 | 79.54 | 77.36 |
| Hamilton..... | 111.5 | 111.8 | 116.4 | 85.06 | 84.74 | 83.35 |
| St. Catharines..... | 111.6 | 107.7 | 116.9 | 85.96 | 85.09 | 84.30 |
| Niagara..... | 113.3 | 114.7 | 112.4 | 76.38 | 74.59 | 74.73 |
| Brantford..... | 79.3 | 78.2 | 91.4 | 71.48 | 70.38 | 70.04 |
| Guelph..... | 122.6 | 121.6 | 129.8 | 71.20 | 71.86 | 69.88 |
| Galt..... | 119.6 | 118.8 | 116.2 | 69.03 | 69.00 | 67.44 |
| Kitchener..... | 124.6 | 122.8 | 126.5 | 71.96 | 72.94 | 71.27 |
| Sudbury..... | 147.7 | 148.9 | 141.8 | 89.54 | 89.04 | 85.99 |
| Timmins..... | 94.3 | 95.6 | 95.0 | 68.93 | 68.44 | 66.50 |
| London..... | 128.0 | 125.9 | 126.2 | 73.80 | 73.33 | 70.99 |
| Sarnia..... | 126.9 | 129.4 | 126.8 | 99.61 | 98.05 | 94.31 |
| Windsor..... | 76.4 | 75.3 | 80.9 | 84.44 | 84.00 | 87.97 |
| Sault Ste. Marie..... | 145.1 | 145.1 | 155.9 | 95.49 | 99.07 | 95.81 |
| Ft. William—Pt. Arthur..... | 115.9 | 117.3 | 114.8 | 80.43 | 79.24 | 75.71 |
| Winnipeg..... | 115.0 | 115.5 | 115.9 | 69.30 | 69.12 | 67.86 |
| Regina..... | 136.4 | 138.6 | 135.4 | 71.03 | 70.50 | 67.95 |
| Saskatoon..... | 146.9 | 148.3 | 145.1 | 68.73 | 67.76 | 66.89 |
| Edmonton..... | 191.8 | 193.3 | 198.8 | 73.99 | 73.01 | 71.13 |
| Calgary..... | 175.2 | 177.4 | 177.8 | 74.26 | 74.65 | 71.49 |
| Vancouver..... | 115.1 | 116.0 | 121.0 | 81.53 | 81.59 | 79.22 |
| Victoria..... | 111.7 | 111.0 | 120.2 | 74.33 | 74.45 | 70.72 |

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

| Industry | Employment Index Numbers | | | Average Weekly Wages and Salaries, in Dollars | | |
|---|-----------------------------|--------------|---------------|--|--------------|---------------|
| | Sept. 1960 | Aug. 1960 | Sept. 1959 | Sept. 1960 | Aug. 1960 | Sept. 1959 |
| Mining | 123.1 | 123.9 | 125.8 | 93.50 | 92.62 | 91.27 |
| Metal mining..... | 138.0 | 140.5 | 142.7 | 95.70 | 94.73 | 93.37 |
| Gold..... | 73.4 | 74.9 | 74.0 | 76.53 | 75.84 | 74.46 |
| Other metal..... | 198.1 | 201.6 | 206.7 | 102.32 | 101.27 | 99.68 |
| Iron..... | 287.3 | 289.7 | 246.9 | 113.42 | 112.28 | 107.29 |
| Uranium..... | | | | 112.07 | 109.44 | 106.32 |
| Fuels..... | 91.7 | 88.9 | 93.6 | 93.39 | 93.92 | 91.95 |
| Coal..... | 50.9 | 46.2 | 51.1 | 73.95 | 71.24 | 72.81 |
| Oil and natural gas..... | 267.3 | 272.9 | 276.4 | 109.33 | 110.46 | 107.23 |
| Non-metal..... | 147.3 | 151.0 | 143.4 | 84.38 | 81.52 | 80.46 |
| Manufacturing | 111.5 | 111.7 | 115.3 | 78.36 | 77.62 | 76.43 |
| Durable goods..... | 111.5 | 111.6 | 119.4 | 85.08 | 84.18 | 82.97 |
| Non-durable goods..... | 111.5 | 111.7 | 111.8 | 72.73 | 72.12 | 70.54 |
| Food and beverages..... | 129.8 | 130.6 | 126.6 | 66.68 | 65.78 | 65.65 |
| Meat products..... | 138.6 | 140.8 | 144.5 | 78.58 | 77.33 | 79.17 |
| Canned and preserved fruits and vegetables..... | 206.1 | 195.7 | 174.3 | 52.29 | 50.28 | 48.34 |
| Grain mill products..... | 105.7 | 106.4 | 105.0 | 77.41 | 76.09 | 73.61 |
| Bread and other bakery products..... | 113.4 | 114.7 | 110.9 | 66.44 | 66.39 | 66.17 |
| Distilled and malt liquors..... | 105.6 | 105.6 | 110.6 | 93.28 | 92.46 | 87.58 |
| Tobacco and tobacco products..... | 78.8 | 78.3 | 84.4 | 82.10 | 80.63 | 75.61 |
| Rubber products..... | 102.5 | 101.9 | 110.5 | 80.87 | 80.24 | 80.78 |
| Leather products..... | 85.6 | 85.3 | 88.9 | 52.83 | 53.26 | 51.33 |
| Boots and shoes (except rubber)..... | 93.0 | 93.0 | 94.6 | 50.31 | 51.09 | 49.19 |
| Textile products (except clothing)..... | 77.3 | 76.9 | 80.0 | 63.05 | 62.57 | 61.45 |
| Cotton yarn and broad woven goods..... | 67.7 | 67.8 | 72.6 | 59.30 | 58.43 | 57.25 |
| Woolen goods..... | 64.0 | 63.8 | 64.8 | 59.32 | 59.63 | 57.93 |
| Synthetic textiles and silk..... | 83.6 | 83.5 | 83.2 | 69.65 | 69.02 | 68.00 |
| Clothing (textile and fur)..... | 92.3 | 91.9 | 95.8 | 48.87 | 49.55 | 49.08 |
| Men's clothing..... | 92.3 | 91.3 | 95.6 | 47.39 | 47.77 | 48.25 |
| Women's clothing..... | 100.4 | 100.5 | 102.5 | 49.67 | 51.46 | 50.98 |
| Knit goods..... | 74.9 | 74.4 | 80.2 | 49.49 | 49.17 | 47.09 |
| Wood products..... | 105.7 | 108.5 | 111.6 | 68.93 | 67.78 | 66.76 |
| Saw and planing mills..... | 107.0 | 111.1 | 114.3 | 70.92 | 69.41 | 68.59 |
| Furniture..... | 113.9 | 113.2 | 116.7 | 67.13 | 66.72 | 65.62 |
| Other wood products..... | 84.1 | 87.4 | 89.5 | 61.68 | 60.68 | 58.64 |
| Paper products..... | 127.3 | 128.8 | 127.2 | 93.30 | 91.55 | 88.35 |
| Pulp and paper mills..... | 128.9 | 131.2 | 128.0 | 100.74 | 98.31 | 94.46 |
| Other paper products..... | 123.4 | 123.1 | 125.2 | 75.00 | 74.58 | 72.65 |
| Printing, publishing and allied industries..... | 124.5 | 123.5 | 123.3 | 85.67 | 84.54 | 83.82 |
| Iron and steel products..... | 102.6 | 105.5 | 112.7 | 89.68 | 89.18 | 87.98 |
| Agricultural implements..... | 53.5 | 63.5 | 75.6 | 89.00 | 84.42 | 85.69 |
| Fabricated and structural steel..... | 133.6 | 142.3 | 168.6 | 89.82 | 88.75 | 87.05 |
| Hardware and tools..... | 98.6 | 99.3 | 103.6 | 80.19 | 79.42 | 79.57 |
| Heating and cooking appliances..... | 97.7 | 99.6 | 115.7 | 77.81 | 76.82 | 77.52 |
| Iron castings..... | 89.3 | 89.5 | 101.3 | 84.79 | 84.84 | 85.22 |
| Machinery, industrial..... | 114.0 | 115.3 | 119.8 | 86.61 | 85.89 | 84.40 |
| Primary iron and steel..... | 117.5 | 121.2 | 124.9 | 102.59 | 103.14 | 100.60 |
| Sheet metal products..... | 111.8 | 112.9 | 117.1 | 91.44 | 90.70 | 88.23 |
| Wire and wire products..... | 115.5 | 114.4 | 121.0 | 87.55 | 89.27 | 89.21 |
| Transportation equipment..... | 103.5 | 96.6 | 112.6 | 89.77 | 88.63 | 87.79 |
| Aircraft and parts..... | 244.5 | 239.8 | 252.6 | 94.73 | 93.11 | 89.92 |
| Motor vehicles..... | 98.3 | 77.9 | 109.2 | 100.70 | 100.72 | 100.83 |
| Motor vehicles parts and accessories..... | 100.6 | 90.7 | 109.8 | 86.65 | 85.27 | 85.29 |
| Railroad and rolling stock equipment..... | 60.6 | 61.7 | 69.6 | 79.93 | 79.48 | 79.40 |
| Shipbuilding and repairing..... | 119.7 | 119.4 | 127.1 | 82.34 | 83.30 | 79.85 |
| Non-ferrous metal products..... | 130.4 | 132.3 | 130.5 | 90.66 | 90.04 | 86.44 |
| Aluminum products..... | 146.7 | 150.7 | 148.7 | 87.23 | 84.87 | 82.70 |
| Brass and copper products..... | 120.3 | 102.6 | 111.5 | 86.56 | 85.79 | 83.23 |
| Smelting and refining..... | 153.5 | 156.5 | 145.1 | 98.15 | 97.72 | 94.54 |
| Electrical apparatus and supplies..... | 133.0 | 132.1 | 140.6 | 85.33 | 84.90 | 82.41 |
| Heavy electrical machinery..... | 103.7 | 105.2 | 114.6 | 93.58 | 92.14 | 89.54 |
| Telecommunication equipment..... | 217.2 | 211.5 | 222.4 | 84.01 | 84.24 | 78.19 |
| Non-metallic mineral products..... | 144.2 | 141.0 | 152.3 | 82.75 | 81.41 | 80.57 |
| Clay products..... | 89.4 | 92.0 | 105.9 | 74.88 | 74.01 | 74.79 |
| Glass and glass products..... | 151.5 | 153.6 | 154.1 | 79.09 | 76.76 | 75.91 |
| Products of petroleum and coal..... | 137.4 | 140.2 | 138.3 | 116.74 | 114.32 | 110.73 |
| Petroleum refining..... | 140.4 | 143.2 | 140.3 | 117.57 | 115.13 | 111.66 |
| Chemical products..... | 133.4 | 134.4 | 132.6 | 91.46 | 90.60 | 87.74 |
| Medicinal and pharmaceutical preparations..... | 116.6 | 117.0 | 120.0 | 81.03 | 80.09 | 77.62 |
| Acids, alkalis and salts..... | 160.0 | 162.7 | 151.9 | 102.18 | 100.37 | 98.79 |
| Miscellaneous manufacturing industries..... | 133.1 | 132.1 | 132.0 | 69.58 | 69.83 | 67.32 |
| Construction | 144.4 | 146.4 | 151.7 | 84.41 | 83.36 | 79.79 |
| Building and general engineering..... | 139.5 | 140.7 | 149.1 | 92.25 | 90.56 | 86.75 |
| Highways, bridges and streets..... | 152.4 | 155.9 | 155.9 | 72.61 | 72.68 | 69.03 |
| Electric and motor transportation..... | | | | 81.19 | 80.78 | 78.70 |
| Service | 147.1 | 151.0 | 144.6 | 53.16 | 52.32 | 50.42 |
| Hotels and restaurants..... | 134.8 | 140.6 | 134.8 | 41.53 | 40.73 | 39.86 |
| Laundries and dry cleaning plants..... | 115.6 | 115.9 | 114.8 | 47.20 | 46.15 | 45.27 |
| Industrial composite | 123.0 | 123.1 | 125.6 | 76.57 | 75.94 | 74.30 |

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

| | Average Hours Worked | | | Average Hourly Earnings (in cents) | | |
|---------------------------|----------------------|----------------|-------------------|---------------------------------------|----------------|-------------------|
| | September 1960 | August 1960 | September 1959 | September 1960 | August 1960 | September 1959 |
| Newfoundland..... | 38.5 | 37.0 | 37.7 | 1.62 | 1.62 | 1.55 |
| Nova Scotia..... | 40.8 | 40.4 | 40.9 | 1.55 | 1.53 | 1.47 |
| New Brunswick..... | 41.6 | 41.9 | 40.9 | 1.51 | 1.48 | 1.50 |
| Quebec..... | 41.8 | 41.7 | 42.4 | 1.61 | 1.59 | 1.54 |
| Ontario..... | 40.9 | 40.6 | 41.2 | 1.86 | 1.85 | 1.82 |
| Manitoba..... | 40.1 | 39.8 | 41.1 | 1.65 | 1.65 | 1.64 |
| Saskatchewan..... | 38.6 | 38.1 | 38.9 | 1.89 | 1.89 | 1.86 |
| Alberta (1)..... | 39.1 | 39.0 | 39.2 | 1.87 | 1.88 | 1.82 |
| British Columbia (2)..... | 37.8 | 36.8 | 37.9 | 2.17 | 2.17 | 2.12 |

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

Note:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, DBS

| Period | Average Hours Worked Per Week | Average Hourly Earnings | Average Weekly Wages | Index Number of Average Weekly Wages (1949=100) | |
|---------------------------|--|-------------------------------|----------------------------|---|-----------------|
| | | | | Current Dollars | 1949 Dollars |
| | No. | \$ | \$ | No. | |
| Monthly Average 1955..... | 41.0 | 1.45 | 59.45 | 142.4 | 122.4 |
| Monthly Average 1956..... | 41.0 | 1.52 | 62.40 | 149.5 | 126.3 |
| Monthly Average 1957..... | 40.4 | 1.61 | 64.96 | 155.6 | 127.4 |
| Monthly Average 1958..... | 40.2 | 1.66 | 66.77 | 160.0 | 127.7 |
| Monthly Average 1959..... | 40.7 | 1.72 | 70.16 | 168.1 | 132.8 |
| Last Pay Period in: | | | | | |
| 1959 October..... | 41.3 | 1.74 | 71.68 | 171.7 | 133.9 |
| November..... | 40.9 | 1.74 | 71.08 | 170.3 | 133.1 |
| December..... | 38.4* | 1.78 | 68.48* | 164.1 | 128.7 |
| 1960 January..... | 40.7 | 1.77 | 71.89 | 172.2 | 135.4 |
| February..... | 40.4 | 1.77 | 71.49 | 171.3 | 135.0 |
| March..... | 40.5 | 1.78 | 71.94 | 172.4 | 135.2 |
| April..... | 40.5 | 1.79 | 72.37 | 173.4 | 136.1 |
| May..... | 40.1 | 1.79 | 71.69 | 171.8 | 134.6 |
| June..... | 40.4 | 1.79 | 72.19 | 173.0 | 135.6 |
| July..... | 40.6 | 1.77 | 72.01† | 172.5 | 134.9 |
| August..... | 40.5 | 1.76 | 71.46 | 171.2 | 133.3 |
| Sept.†..... | 40.9 | 1.77 | 72.37 | 173.4 | 134.0 |
| Oct.†..... | 40.7 | 1.78 | 72.62 | 174.0 | 134.2 |

Note: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*. DBS, page ii.

* December 1959 figures adjusted for the holidays are 40.8 hours and \$71.52.

† Revised.

‡ Latest figures subject to revision.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

| Industry | Average Weekly Hours | | | Average Hourly Earnings | | | Average Weekly Wages | | |
|--|----------------------|-------------|-------------|-------------------------|-------------|-------------|----------------------|--------------|--------------|
| | Sept. 1960 | Aug. 1960 | Sept. 1959 | Sept. 1960 | Aug. 1960 | Sept. 1959 | Sept. 1960 | Aug. 1960 | Sept. 1959 |
| | no. | no. | no. | \$ | \$ | \$ | \$ | \$ | \$ |
| Mining..... | 42.1 | 41.5 | 41.9 | 2.07 | 2.07 | 2.04 | 87.21 | 85.90 | 85.45 |
| Metal mining..... | 42.2 | 41.7 | 41.9 | 2.16 | 2.15 | 2.13 | 91.07 | 89.76 | 89.16 |
| Gold..... | 43.0 | 42.5 | 42.7 | 1.65 | 1.66 | 1.62 | 70.89 | 70.41 | 69.30 |
| Other metal..... | 41.9 | 41.3 | 41.6 | 2.35 | 2.35 | 2.31 | 98.73 | 97.16 | 96.33 |
| Fuels..... | 40.7 | 40.3 | 41.0 | 1.94 | 1.93 | 1.93 | 79.18 | 78.03 | 79.08 |
| Coal..... | 41.3 | 40.2 | 40.9 | 1.76 | 1.71 | 1.75 | 72.80 | 68.78 | 71.39 |
| Oil and natural gas..... | 39.5 | 40.6 | 41.3 | 2.31 | 2.29 | 2.24 | 91.45 | 93.16 | 92.65 |
| Non-metal..... | 43.3 | 42.4 | 43.2 | 1.88 | 1.86 | 1.79 | 81.33 | 79.02 | 77.47 |
| Manufacturing..... | 40.8 | 40.5 | 41.7 | 1.77 | 1.76 | 1.72 | 72.34 | 71.46 | 71.13 |
| Durable goods..... | 41.1 | 40.8 | 41.7 | 1.94 | 1.93 | 1.88 | 79.62 | 78.54 | 78.38 |
| Non-durable goods..... | 40.6 | 40.3 | 40.8 | 1.63 | 1.62 | 1.67 | 66.01 | 65.30 | 64.27 |
| Food and beverages..... | 40.9 | 40.2 | 40.3 | 1.50 | 1.50 | 1.50 | 61.33 | 60.29 | 60.32 |
| Meat products..... | 40.6 | 39.8 | 42.1 | 1.82 | 1.83 | 1.83 | 74.04 | 72.78 | 76.99 |
| Canned and preserved fruits and vegetables..... | 43.2 | 41.2 | 38.5 | 1.14 | 1.15 | 1.12 | 49.07 | 47.33 | 43.16 |
| Grain mill products..... | 42.6 | 41.9 | 41.6 | 1.73 | 1.72 | 1.65 | 73.83 | 71.92 | 68.87 |
| Bread and other bakery products..... | 41.6 | 41.8 | 42.3 | 1.46 | 1.46 | 1.42 | 60.61 | 60.98 | 60.06 |
| Distilled liquors..... | 40.6 | 39.2 | 39.8 | 1.98 | 1.96 | 1.90 | 80.54 | 76.78 | 75.90 |
| Malt liquors..... | 39.0 | 39.5 | 38.7 | 2.23 | 2.22 | 2.13 | 86.89 | 87.49 | 82.48 |
| Tobacco and tobacco products..... | 41.8 | 41.1 | 39.9 | 1.85 | 1.84 | 1.74 | 77.17 | 75.38 | 69.43 |
| Rubber products..... | 41.5 | 41.1 | 42.3 | 1.82 | 1.81 | 1.80 | 75.32 | 74.45 | 76.35 |
| Leather products..... | 40.2 | 40.6 | 40.1 | 1.21 | 1.20 | 1.18 | 48.42 | 48.96 | 47.21 |
| Boots and shoes (except rubber)..... | 39.9 | 40.6 | 39.9 | 1.16 | 1.16 | 1.14 | 48.25 | 47.09 | 45.49 |
| Other leather products..... | 40.9 | 40.9 | 40.5 | 1.81 | 1.81 | 1.26 | 53.43 | 53.35 | 50.99 |
| Textile products (except clothing)..... | 42.1 | 41.7 | 42.7 | 1.35 | 1.34 | 1.30 | 55.65 | 55.06 | 55.48 |
| Cotton yarn and broad woven goods..... | 40.3 | 39.6 | 40.8 | 1.36 | 1.36 | 1.29 | 54.77 | 53.73 | 52.73 |
| Woollen goods..... | 43.6 | 43.5 | 43.8 | 1.25 | 1.26 | 1.22 | 54.35 | 54.70 | 53.43 |
| Synthetic textiles and silk..... | 38.5 | 42.7 | 43.9 | 1.43 | 1.44 | 1.39 | 62.25 | 61.31 | 60.85 |
| Clothing (textile and fur)..... | 38.1 | 38.3 | 39.6 | 1.15 | 1.15 | 1.12 | 43.74 | 44.56 | 44.44 |
| Men's clothing..... | 37.4 | 38.1 | 39.0 | 1.16 | 1.15 | 1.14 | 43.18 | 43.97 | 44.67 |
| Women's clothing..... | 36.5 | 37.9 | 38.4 | 1.21 | 1.21 | 1.20 | 44.00 | 45.06 | 46.06 |
| Knit goods..... | 41.3 | 41.3 | 41.4 | 1.08 | 1.07 | 1.03 | 44.78 | 44.19 | 42.59 |
| *Wood products..... | 41.7 | 41.2 | 42.1 | 1.58 | 1.57 | 1.53 | 65.90 | 64.71 | 64.35 |
| Saw and planing mills..... | 40.7 | 40.2 | 41.4 | 1.69 | 1.67 | 1.62 | 68.81 | 67.21 | 67.29 |
| Furniture..... | 43.5 | 43.1 | 44.0 | 1.45 | 1.45 | 1.40 | 62.86 | 62.40 | 61.50 |
| Other wood products..... | 43.2 | 42.1 | 41.7 | 1.31 | 1.33 | 1.30 | 56.75 | 55.97 | 54.29 |
| Paper products..... | 41.9 | 41.3 | 41.4 | 2.10 | 2.08 | 2.00 | 88.01 | 85.91 | 83.00 |
| Pulp and paper mills..... | 42.0 | 41.3 | 41.2 | 2.26 | 2.24 | 2.15 | 94.96 | 92.25 | 88.69 |
| Other paper products..... | 41.5 | 41.2 | 42.1 | 1.66 | 1.65 | 1.59 | 68.86 | 68.15 | 67.01 |
| Printing, publishing and allied industries..... | 39.3 | 38.9 | 40.3 | 2.18 | 2.16 | 2.10 | 85.66 | 84.22 | 84.45 |
| *Iron and steel products..... | 40.8 | 40.6 | 41.7 | 2.09 | 2.09 | 2.03 | 85.19 | 84.62 | 84.53 |
| Agricultural implements..... | 38.8 | 37.0 | 39.6 | 2.01 | 2.01 | 2.02 | 78.23 | 74.32 | 79.95 |
| Fabricated and structural steel..... | 41.4 | 40.8 | 40.5 | 2.01 | 2.00 | 1.96 | 83.14 | 81.67 | 79.27 |
| Hardware and tools..... | 41.6 | 41.4 | 42.7 | 1.78 | 1.77 | 1.77 | 74.10 | 73.40 | 75.51 |
| Heating and cooking appliances..... | 40.6 | 40.6 | 42.8 | 1.78 | 1.75 | 1.74 | 72.36 | 71.05 | 74.54 |
| Iron castings..... | 40.6 | 40.9 | 42.3 | 1.98 | 1.97 | 1.94 | 80.27 | 80.56 | 82.27 |
| Machinery, industrial..... | 41.5 | 41.5 | 42.2 | 1.95 | 1.93 | 1.90 | 80.96 | 80.10 | 79.98 |
| Primary iron and steel..... | 39.7 | 39.7 | 41.1 | 2.49 | 2.50 | 2.38 | 98.83 | 99.03 | 97.75 |
| Sheet metal products..... | 42.2 | 42.0 | 42.4 | 2.08 | 2.07 | 2.00 | 87.70 | 87.06 | 84.83 |
| Wire and wire products..... | 40.5 | 40.9 | 42.3 | 2.02 | 2.03 | 2.01 | 81.70 | 83.12 | 85.00 |
| *Transportation equipment..... | 40.7 | 40.3 | 41.0 | 2.06 | 2.05 | 2.01 | 83.74 | 81.76 | 82.51 |
| Aircraft and parts..... | 42.0 | 41.3 | 41.5 | 2.07 | 2.05 | 1.96 | 86.99 | 84.79 | 81.55 |
| Motor vehicles..... | 41.2 | 40.1 | 42.1 | 2.26 | 2.24 | 2.24 | 93.23 | 90.08 | 94.38 |
| Motor vehicle parts and accessories..... | 40.2 | 39.7 | 41.0 | 2.01 | 1.96 | 1.97 | 80.61 | 77.94 | 80.72 |
| Railroad and rolling stock equipment..... | 39.1 | 39.0 | 39.8 | 1.86 | 1.86 | 1.84 | 77.22 | 76.71 | 77.33 |
| Shipbuilding and repairing..... | 40.3 | 41.1 | 40.5 | 2.00 | 1.99 | 1.93 | 80.74 | 82.03 | 78.15 |
| *Non ferrous metal products..... | 40.8 | 40.5 | 40.8 | 2.08 | 2.09 | 1.88 | 85.02 | 84.65 | 80.68 |
| Aluminum products..... | 43.4 | 42.3 | 42.1 | 1.82 | 1.80 | 1.75 | 78.82 | 76.09 | 73.86 |
| Brass and copper products..... | 40.0 | 40.6 | 41.7 | 1.98 | 1.98 | 1.89 | 79.42 | 80.42 | 78.56 |
| Smelting and refining..... | 40.3 | 40.1 | 40.1 | 2.30 | 2.31 | 2.20 | 92.52 | 92.41 | 88.38 |
| *Electrical apparatus and supplies..... | 41.7 | 40.5 | 41.4 | 1.85 | 1.84 | 1.78 | 75.02 | 74.57 | 73.68 |
| Heavy electrical machinery and equipment..... | 41.0 | 40.6 | 41.1 | 2.06 | 2.06 | 1.99 | 84.71 | 83.51 | 81.96 |
| Telecommunication equipment..... | 40.6 | 40.7 | 40.9 | 1.68 | 1.69 | 1.58 | 68.23 | 68.60 | 64.72 |
| Refrigerators, vacuum cleaners and appliances..... | 39.9 | 39.1 | 41.8 | 1.88 | 1.86 | 1.78 | 74.93 | 72.70 | 74.45 |
| Wire and cable..... | 39.8 | 41.9 | 43.0 | 2.06 | 2.01 | 2.01 | 82.04 | 85.64 | 86.58 |
| Miscellaneous electrical products..... | 40.9 | 40.5 | 41.1 | 1.73 | 1.72 | 1.68 | 70.89 | 69.83 | 69.18 |
| *Non metallic mineral products..... | 42.9 | 42.8 | 44.1 | 1.81 | 1.79 | 1.74 | 77.85 | 76.62 | 77.17 |
| Clay products..... | 42.0 | 41.7 | 43.8 | 1.64 | 1.63 | 1.61 | 68.77 | 67.78 | 70.53 |
| Glass and glass products..... | 40.9 | 40.7 | 42.6 | 1.82 | 1.78 | 1.71 | 74.63 | 72.47 | 72.77 |
| Products of petroleum and coal..... | 40.8 | 39.9 | 40.8 | 2.55 | 2.52 | 2.43 | 103.89 | 100.54 | 99.21 |
| Chemical products..... | 40.6 | 40.2 | 41.1 | 1.99 | 1.98 | 1.90 | 80.99 | 79.58 | 78.02 |
| Medicinal and pharmaceutical preparations..... | 39.5 | 39.7 | 41.2 | 1.53 | 1.51 | 1.44 | 60.58 | 59.79 | 59.38 |
| Acids, alkalis and salts..... | 40.4 | 39.7 | 41.3 | 2.28 | 2.27 | 2.19 | 92.12 | 90.04 | 90.34 |
| Miscellaneous manufacturing industries..... | 41.9 | 41.5 | 42.2 | 1.45 | 1.47 | 1.40 | 60.59 | 60.87 | 59.25 |
| Construction..... | 43.2 | 42.9 | 42.5 | 1.94 | 1.93 | 1.86 | 83.80 | 82.65 | 78.82 |
| Building and general engineering..... | 42.9 | 42.3 | 41.9 | 2.12 | 2.10 | 2.03 | 91.03 | 89.03 | 85.00 |
| Highways, bridges and streets..... | 43.7 | 43.8 | 43.4 | 1.63 | 1.64 | 1.56 | 71.21 | 71.72 | 67.75 |
| Electric and motor transportation..... | 43.6 | 43.7 | 44.7 | 1.81 | 1.83 | 1.76 | 80.58 | 80.13 | 78.82 |
| Service..... | 39.1 | 39.2 | 39.6 | 1.05 | 1.02 | 1.00 | 40.93 | 40.09 | 39.51 |
| Hotels and restaurants..... | 39.2 | 39.6 | 39.5 | 1.02 | 0.99 | 0.98 | 39.91 | 39.16 | 38.53 |
| Laundries and dry cleaning plants..... | 39.8 | 39.3 | 40.8 | 1.01 | 1.00 | 0.97 | 40.31 | 39.29 | 39.66 |

* Durable manufactured goods industries.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

| Period | Unfilled Vacancies* | | | Registrations for Employment | | |
|---------------------------------------|---------------------|------------|------------|------------------------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total |
| Date Nearest: | | | | | | |
| December 1, 1954..... | 16,104 | 10,504 | 26,608 | 255,811 | 85,229 | 341,040 |
| December 1, 1955..... | 26,895 | 14,969 | 41,864 | 194,478 | 73,852 | 268,330 |
| December 1, 1956..... | 27,634 | 16,442 | 44,076 | 171,326 | 74,709 | 246,035 |
| December 1, 1957..... | 13,327 | 11,209 | 24,536 | 326,568 | 107,176 | 433,744 |
| December 1, 1958..... | 11,579 | 9,752 | 21,331 | 329,050 | 126,341 | 455,391 |
| December 1, 1959..... | 15,201 | 12,674 | 27,875 | 365,031 | 137,855 | 502,886 |
| January 1, 1960..... | 9,097 | 9,779 | 18,876 | 522,206 | 157,962 | 680,168 |
| February 1, 1960..... | 8,206 | 10,325 | 18,531 | 606,165 | 180,129 | 786,294 |
| March 1, 1960..... | 8,431 | 10,676 | 19,107 | 634,332 | 182,721 | 817,053 |
| April 1, 1960..... | 10,402 | 11,830 | 22,232 | 652,107 | 182,883 | 834,990 |
| May 1, 1960..... | 15,913 | 14,487 | 30,400 | 581,558 | 174,874 | 756,432 |
| June 1, 1960..... | 21,772 | 17,210 | 38,982 | 389,576 | 152,848 | 542,424 |
| July 1, 1960..... | 17,227 | 15,875 | 33,102 | 258,719 | 131,936 | 390,655 |
| August 1, 1960..... | 14,673 | 12,594 | 27,267 | 242,582 | 128,062 | 370,644 |
| September 1, 1960..... | 13,748 | 14,427 | 28,175 | 236,969 | 117,044 | 354,013 |
| October 1, 1960..... | 12,239 | 13,796 | 26,035 | 228,632 | 115,358 | 343,990 |
| November 1, 1960..... | 11,944 | 10,866 | 22,810 | 281,484 | 124,255 | 405,739 |
| December 1, 1960 ⁽¹⁾ | 15,932 | 10,799 | 26,731 | 393,856 | 144,123 | 537,979 |

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred vacancies are excluded.

TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT OCTOBER 31, 1960⁽¹⁾

(Source: Form U.I.C. 751)

| Industry | Male | Female | Total | Change from | |
|---|---------------|---------------|---------------|--------------------|------------------|
| | | | | September 30, 1960 | October 30, 1959 |
| Agriculture, Fishing, Trapping..... | 279 | 115 | 394 | — 845 | — 87 |
| Forestry..... | 1,045 | 7 | 1,052 | — 709 | — 1,254 |
| Mining, Quarrying and Oil Wells..... | 441 | 18 | 459 | — 71 | — 12 |
| Metal Mining..... | 270 | 5 | 275 | — 32 | — 46 |
| Fuels..... | 131 | 9 | 140 | — 25 | — 53 |
| Non-Metal Mining..... | 22 | 3 | 25 | + 2 | — 5 |
| Quarrying, Clay and Sand Pits..... | 4 | 0 | 4 | — 2 | — 11 |
| Prospecting..... | 14 | 1 | 15 | — 14 | — 3 |
| Manufacturing..... | 2,301 | 1,550 | 3,851 | — 915 | — 869 |
| Foods and Beverages..... | 161 | 255 | 416 | — 421 | — 1 |
| Tobacco and Tobacco Products..... | 9 | 3 | 12 | — 1 | — 1 |
| Rubber Products..... | 20 | 16 | 36 | + 3 | — 5 |
| Leather Products..... | 68 | 83 | 151 | + 9 | — 1 |
| Textile Products (except Clothing)..... | 58 | 58 | 116 | — 30 | — 113 |
| Clothing (textile and fur)..... | 94 | 608 | 702 | — 236 | — 246 |
| Wood Products..... | 232 | 31 | 263 | — 40 | — 69 |
| Paper Products..... | 263 | 48 | 311 | + 19 | — 141 |
| Printing, Publishing and Allied Industries..... | 95 | 51 | 146 | — 10 | — 64 |
| Iron and Steel Products..... | 397 | 77 | 474 | — 47 | — 201 |
| Transportation Equipment..... | 290 | 37 | 327 | — 37 | — 240 |
| Non-ferrous Metal Products..... | 113 | 30 | 143 | — 27 | — 73 |
| Electrical Apparatus and Supplies..... | 194 | 59 | 253 | — 41 | — 28 |
| Non-Metallic Mineral Products..... | 50 | 12 | 62 | — 32 | — 47 |
| Products of Petroleum and Coal..... | 12 | 4 | 16 | — 14 | — 2 |
| Chemical Products..... | 153 | 93 | 246 | + 11 | — 63 |
| Miscellaneous Manufacturing Industries..... | 92 | 85 | 177 | — 21 | — 16 |
| Construction..... | 1,273 | 37 | 1,310 | — 47 | — 435 |
| General Contractors..... | 714 | 27 | 741 | — 82 | — 288 |
| Special Trade Contractors..... | 559 | 10 | 569 | + 35 | — 147 |
| Transportation, Storage and Communication..... | 455 | 138 | 593 | — 206 | — 282 |
| Transportation..... | 241 | 67 | 308 | — 148 | — 367 |
| Storage..... | 18 | 10 | 28 | — 0 | — 12 |
| Communication..... | 196 | 61 | 257 | — 58 | — 97 |
| Public Utility Operation..... | 73 | 6 | 78 | + 17 | + 25 |
| Trade..... | 1,718 | 2,249 | 3,967 | + 117 | — 396 |
| Wholesale..... | 587 | 319 | 906 | + 22 | — 190 |
| Retail..... | 1,131 | 1,930 | 3,061 | + 95 | — 206 |
| Finance, Insurance and Real Estate..... | 471 | 380 | 851 | — 144 | — 74 |
| Service..... | 3,790 | 6,686 | 10,476 | + 183 | + 1,330 |
| Community or Public Service..... | 273 | 1,625 | 1,898 | — 267 | — 156 |
| Government Service..... | 2,586 | 497 | 3,083 | + 1,815 | + 2,216 |
| Recreation Service..... | 47 | 50 | 97 | — 20 | — 47 |
| Business Service..... | 544 | 253 | 797 | + 101 | — 189 |
| Personal Service..... | 330 | 4,261 | 4,591 | — 1,446 | — 1,184 |
| GRAND TOTAL..... | 11,845 | 11,186 | 23,031 | — 2,620 | — 2,054 |

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT NOVEMBER 3, 1960⁽¹⁾**

(SOURCE: Form UIC 757)

| Occupational Group | Unfilled Vacancies ⁽²⁾ | | | Registrations for Employment | | |
|--|-----------------------------------|---------------|---------------|------------------------------|----------------|----------------|
| | Male | Female | Total | Male | Female | Total |
| Professional and Managerial Workers.... | 1,430 | 1,264 | 2,694 | 6,362 | 1,999 | 8,361 |
| Clerical Workers..... | 1,358 | 2,213 | 3,571 | 15,727 | 47,548 | 63,275 |
| Sales Workers..... | 1,129 | 1,350 | 2,479 | 6,608 | 13,917 | 20,525 |
| Personal and Domestic Service Workers. | 485 | 4,667 | 5,152 | 28,402 | 22,004 | 50,406 |
| Seamen..... | 10 | ..... | 10 | 1,428 | 10 | 1,438 |
| Agriculture, Fishing, Forestry (Ex. log.). | 243 | 25 | 268 | 3,465 | 263 | 3,728 |
| Skilled and Semi-Skilled Workers..... | 4,180 | 932 | 5,112 | 126,558 | 18,576 | 145,134 |
| Food and kindred products (incl. tobacco)..... | 55 | 13 | 68 | 1,239 | 451 | 1,690 |
| Textiles, clothing, etc..... | 79 | 685 | 764 | 2,672 | 11,170 | 13,842 |
| Lumber and lumber products..... | 1,006 | 1 | 1,007 | 9,503 | 127 | 9,630 |
| Pulp, paper (incl. printing)..... | 80 | 3 | 83 | 1,094 | 509 | 1,603 |
| Leather and leather products..... | 43 | 54 | 97 | 1,165 | 1,212 | 2,377 |
| Stone, clay and glass products..... | 15 | ..... | 15 | 499 | 38 | 537 |
| Metalworking..... | 438 | 2 | 440 | 18,395 | 896 | 19,291 |
| Electrical..... | 134 | 14 | 148 | 2,874 | 1,060 | 3,934 |
| Transportation equipment..... | 3 | 2 | 5 | 1,168 | 34 | 1,202 |
| Mining..... | 172 | ..... | 172 | 1,690 | ..... | 1,690 |
| Construction..... | 621 | ..... | 621 | 30,945 | 1 | 30,946 |
| Transportation (except seamen)..... | 355 | 5 | 360 | 21,900 | 137 | 22,037 |
| Communications and public utility..... | 38 | 1 | 39 | 629 | 2 | 631 |
| Trade and service..... | 124 | 124 | 248 | 4,868 | 1,775 | 6,643 |
| Other skilled and semi-skilled..... | 924 | 19 | 943 | 20,485 | 900 | 21,385 |
| Foremen..... | 49 | 9 | 58 | 2,487 | 253 | 2,740 |
| Apprentices..... | 44 | ..... | 44 | 4,945 | 11 | 4,956 |
| Unskilled Workers..... | 3,109 | 415 | 3,524 | 92,934 | 19,938 | 112,872 |
| Food and tobacco..... | 35 | 166 | 201 | 3,240 | 4,109 | 7,349 |
| Lumber and lumber products..... | 67 | 4 | 71 | 9,555 | 424 | 9,979 |
| Metalworking..... | 43 | 9 | 52 | 6,956 | 583 | 7,539 |
| Construction..... | 2,239 | ..... | 2,239 | 41,783 | 1 | 41,784 |
| Other unskilled workers..... | 725 | 236 | 961 | 31,400 | 14,821 | 46,221 |
| GRAND TOTAL..... | 11,944 | 10,866 | 22,810 | 281,484 | 124,255 | 405,739 |

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT NOVEMBER 3, 1960
(Source: Form U.I.C. 757)

| Office | Unfilled Vacancies ⁽²⁾ | | | Registrations | | |
|-----------------------------|-----------------------------------|--|--------------------------------------|------------------------|--|--------------------------------------|
| | (1) Nov. 3, 1960 | Previous Month Sept. 29, 1960 | Previous Year Oct. 29, 1959 | (1) Nov. 3, 1960 | Previous Month Sept. 29, 1960 | Previous Year Oct. 29, 1959 |
| Newfoundland | 306 | 356 | 395 | 7,534 | 6,081 | 5,821 |
| Corner Brook | 16 | 30 | 20 | 1,673 | 1,321 | 1,437 |
| Grand Falls | 7 | 3 | 21 | 860 | 547 | 516 |
| St. John's | 283 | 323 | 354 | 5,001 | 4,213 | 3,868 |
| Prince Edward Island | 137 | 516 | 260 | 1,288 | 963 | 1,123 |
| Charlottetown | 48 | 156 | 91 | 715 | 605 | 719 |
| Summerside | 89 | 360 | 169 | 543 | 363 | 374 |
| Nova Scotia | 1,233 | 800 | 680 | 15,978 | 14,270 | 12,150 |
| Amherst | 13 | 17 | 12 | 571 | 443 | 447 |
| Bridgewater | 21 | 23 | 18 | 831 | 706 | 672 |
| Halifax | 1,017 | 411 | 405 | 4,628 | 4,182 | 3,935 |
| Inverness | | | | 208 | 218 | 180 |
| Kentville | 68 | 149 | 81 | 1,300 | 973 | 761 |
| Liverpool | 18 | 29 | 9 | 413 | 369 | 261 |
| New Glasgow | 13 | 27 | 31 | 1,838 | 1,763 | 1,253 |
| Springhill | | | 4 | 878 | 823 | 826 |
| Sydney | 45 | 53 | 24 | 3,085 | 3,244 | 2,243 |
| Truro | 9 | 51 | 28 | 1,104 | 930 | 739 |
| Yarmouth | 29 | 35 | 68 | 1,122 | 619 | 833 |
| New Brunswick | 1,236 | 775 | 725 | 13,341 | 10,536 | 10,419 |
| Bathurst | 18 | 26 | 37 | 1,196 | 783 | 825 |
| Campbellton | 27 | 8 | 28 | 1,317 | 1,335 | 708 |
| Edmundston | 17 | 27 | 4 | 579 | 457 | 479 |
| Fredericton | 120 | 125 | 155 | 1,321 | 1,241 | 942 |
| Minto | 118 | 124 | 45 | 426 | 339 | 256 |
| Moncton | 750 | 210 | 165 | 3,108 | 2,272 | 2,561 |
| Newcastle | 3 | 4 | 2 | 923 | 780 | 911 |
| Saint John | 129 | 187 | 213 | 2,700 | 2,186 | 1,934 |
| St. Stephen | 36 | 12 | 13 | 828 | 526 | 986 |
| Sussex | 10 | 11 | 13 | 365 | 296 | 306 |
| Woodstock | 8 | 41 | 45 | 578 | 321 | 511 |
| Quebec | 5,263 | 7,211 | 6,607 | 115,628 | 98,810 | 89,386 |
| Alma | 8 | 12 | 17 | 1,097 | 967 | 1,261 |
| Asbestos | 17 | 1 | 30 | 383 | 363 | 366 |
| Baie Comeau | 31 | 221 | 140 | 377 | 299 | 337 |
| Beauharnois | 26 | 32 | 24 | 746 | 595 | 605 |
| Buckingham | 22 | 17 | 68 | 710 | 469 | 501 |
| Causapescal | 78 | 93 | 14 | 788 | 614 | 545 |
| Chandler | 6 | 8 | 11 | 242 | 285 | 223 |
| Chicoutimi | 145 | 133 | 533 | 1,623 | 1,385 | 1,209 |
| Cowansville | 25 | 34 | 18 | 324 | 176 | 265 |
| Dolbeau | 19 | 97 | 66 | 668 | 538 | 531 |
| Drummondville | 43 | 28 | 33 | 1,454 | 1,266 | 1,250 |
| Farnham | 10 | 87 | 16 | 434 | 300 | 521 |
| Forestville | 4 | 92 | 398 | 217 | 159 | 224 |
| Gaspé | 5 | 15 | 1 | 316 | 211 | 212 |
| Granby | 21 | 102 | 19 | 1,607 | 1,411 | 1,022 |
| Hull | 42 | 44 | 33 | 2,421 | 2,041 | 1,708 |
| Joliette | 43 | 99 | 78 | 2,568 | 2,173 | 1,987 |
| Jonquière | 20 | 22 | 23 | 1,828 | 1,536 | 1,279 |
| Lachute | 18 | 16 | 16 | 550 | 416 | 417 |
| La Malbaie | 29 | 297 | 10 | 499 | 670 | 473 |
| La Tuque | 179 | 645 | 561 | 512 | 445 | 575 |
| Lévis | 28 | 24 | 58 | 2,307 | 2,008 | 1,555 |
| Louiseville | 15 | 15 | 22 | 748 | 610 | 529 |
| Magog | 6 | 6 | 2 | 511 | 396 | 613 |
| Maniwaki | 7 | 72 | 133 | 420 | 257 | 254 |
| Matane | 9 | 14 | 11 | 488 | 299 | 396 |
| Mégantic | 22 | 1 | 2 | 504 | 356 | 470 |
| Mont-Laurier | 20 | 15 | 37 | 411 | 308 | 218 |
| Montmagny | 12 | 13 | 25 | 626 | 505 | 491 |
| Montreal | 1,976 | 2,396 | 2,315 | 49,002 | 43,665 | 36,161 |
| New Richmond | 66 | 83 | 3 | 403 | 303 | 275 |
| Port Alfred | 5 | 20 | | 386 | 338 | 327 |
| Quebec | 455 | 537 | 430 | 8,434 | 7,154 | 7,079 |
| Rimouski | 51 | 114 | 88 | 1,484 | 1,143 | 1,127 |
| Rivière du Loup | 8 | 41 | 21 | 1,412 | 930 | 990 |
| Roberval | 57 | 84 | 223 | 720 | 698 | 581 |
| Rouyn | 128 | 49 | 44 | 1,766 | 1,554 | 1,327 |
| Ste. Agathe | 54 | 11 | 14 | 572 | 439 | 432 |
| Ste. Anne de Bellevue | 73 | 85 | 66 | 745 | 608 | 521 |
| Ste. Therese | 19 | 137 | 29 | 1,635 | 1,348 | 1,149 |
| St. Hyacinthe | 25 | 47 | 62 | 1,537 | 1,358 | 1,461 |
| St. Jean | 50 | 48 | 58 | 1,716 | 1,488 | 1,517 |
| St. Jerome | 31 | 57 | 65 | 1,382 | 865 | 981 |
| Sept-Iles | 294 | 408 | 192 | 1,030 | 969 | 697 |
| Shawinigan | 41 | 130 | 68 | 2,459 | 1,982 | 1,967 |
| Sherbrooke | 284 | 253 | 157 | 4,071 | 2,991 | 3,122 |
| Sorel | 54 | 43 | 37 | 1,601 | 1,470 | 1,326 |
| Thetford Mines | 30 | 30 | 58 | 936 | 667 | 1,343 |
| Trois-Rivières | 179 | 96 | 146 | 3,123 | 2,939 | 2,559 |

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT NOVEMBER 3, 1960

(SOURCE: Form U.I.C. 757)

| Office | Unfilled Vacancies(?) | | | Registrations | | |
|-------------------------|------------------------|--|--------------------------------------|------------------------|--|--------------------------------------|
| | (1) Nov. 3, 1960 | Previous Month Sept. 29, 1960 | Previous Year Oct. 29, 1959 | (1) Nov. 3, 1960 | Previous Month Sept. 29, 1960 | Previous Year Oct. 29, 1959 |
| Quebec—Cont'd. | | | | | | |
| Val d'Or..... | 47 | 15 | 22 | 1,420 | 1,299 | 1,118 |
| Valleyfield..... | 12 | 16 | 18 | 1,640 | 1,358 | 1,260 |
| Victoriaville..... | 25 | 34 | 22 | 1,530 | 1,203 | 1,105 |
| Ville St. Georges..... | 389 | 223 | 70 | 1,245 | 983 | 924 |
| Ontario..... | 8,200 | 9,021 | 8,933 | 148,423 | 132,266 | 108,082 |
| Arnprior..... | 43 | 55 | 39 | 203 | 184 | 180 |
| Barrie..... | 19 | 24 | 22 | 1,145 | 972 | 882 |
| Belleville..... | 29 | 46 | 39 | 1,552 | 1,212 | 1,047 |
| Bracebridge..... | 18 | 42 | 46 | 691 | 479 | 479 |
| Brampton..... | 56 | 32 | 37 | 1,259 | 1,155 | 1,388 |
| Brantford..... | 43 | 66 | 94 | 2,813 | 2,839 | 1,693 |
| Brockville..... | 33 | 26 | 43 | 630 | 543 | 348 |
| Carleton Place..... | 10 | 7 | 6 | 131 | 112 | 180 |
| Chatham..... | 29 | 100 | 68 | 1,651 | 1,071 | 1,236 |
| Cobourg..... | 43 | 57 | 39 | 641 | 653 | 460 |
| Collingwood..... | 3 | 5 | 32 | 564 | 563 | 380 |
| Cornwall..... | 104 | 100 | 92 | 2,750 | 2,372 | 1,962 |
| Elliot Lake..... | 38 | 19 | 88 | 249 | 254 | 300 |
| Fort Erie..... | 4 | 7 | 4 | 553 | 390 | 426 |
| Fort Frances..... | 13 | 24 | 22 | 313 | 195 | 269 |
| Fort William..... | 76 | 83 | 77 | 1,655 | 1,042 | 1,231 |
| Galt..... | 54 | 130 | 82 | 1,704 | 1,060 | 923 |
| Gananoque..... | 3 | 2 | 7 | 215 | 194 | 142 |
| Goderich..... | 17 | 23 | 41 | 421 | 314 | 324 |
| Guelph..... | 29 | 33 | 44 | 1,659 | 1,429 | 1,212 |
| Hamilton..... | 896 | 824 | 882 | 13,428 | 12,057 | 8,366 |
| Hawkesbury..... | 12 | 23 | 24 | 433 | 338 | 372 |
| Kapuskasing..... | 20 | 42 | 23 | 796 | 489 | 516 |
| Kenora..... | 16 | 13 | 18 | 485 | 277 | 359 |
| Kingston..... | 129 | 92 | 92 | 1,737 | 1,623 | 1,386 |
| Kirkland Lake..... | 34 | 43 | 61 | 1,013 | 783 | 701 |
| Kitchener..... | 124 | 175 | 164 | 2,208 | 2,140 | 1,159 |
| Leamington..... | 21 | 33 | 23 | 975 | 499 | 885 |
| Lindsay..... | 8 | 21 | 11 | 460 | 492 | 378 |
| Listowel..... | 43 | 54 | 24 | 246 | 202 | 141 |
| London..... | 462 | 537 | 555 | 4,681 | 4,017 | 3,230 |
| Long Branch..... | 105 | 186 | 137 | 3,582 | 3,257 | 2,644 |
| Midland..... | 6 | 13 | 15 | 498 | 461 | 413 |
| Napanee..... | 5 | 9 | 5 | 356 | 267 | 276 |
| Newmarket..... | 41 | 46 | 101 | 1,031 | 1,011 | 941 |
| Niagara Falls..... | 35 | 37 | 35 | 2,071 | 1,328 | 1,561 |
| North Bay..... | 28 | 46 | 22 | 1,352 | 1,019 | 1,009 |
| Oakville..... | 92 | 111 | 105 | 907 | 983 | 578 |
| Orillia..... | 12 | 17 | 25 | 917 | 738 | 526 |
| Oshawa..... | 69 | 91 | 111 | 5,000 | 6,536 | 3,473 |
| Ottawa..... | 807 | 888 | 887 | 5,013 | 4,704 | 3,890 |
| Owen Sound..... | 51 | 41 | 51 | 1,100 | 888 | 697 |
| Parry Sound..... | 2 | 2 | 317 | 150 | 304 | 304 |
| Pembroke..... | 70 | 99 | 90 | 1,299 | 1,068 | 1,034 |
| Perth..... | 19 | 27 | 19 | 422 | 197 | 261 |
| Peterborough..... | 36 | 48 | 62 | 2,910 | 2,545 | 2,050 |
| Pictou..... | 6 | 7 | 11 | 272 | 120 | 244 |
| Port Arthur..... | 156 | 168 | 131 | 2,298 | 1,548 | 1,891 |
| Port Colborne..... | 9 | 11 | 4 | 796 | 551 | 420 |
| Prescott..... | 14 | 32 | 30 | 553 | 413 | 458 |
| Renfrew..... | 13 | 10 | 8 | 309 | 266 | 289 |
| St. Catharines..... | 118 | 236 | 158 | 3,360 | 3,073 | 2,571 |
| St. Thomas..... | 36 | 41 | 52 | 1,221 | 739 | 1,130 |
| Sarnia..... | 94 | 101 | 58 | 2,195 | 1,646 | 1,332 |
| Sault Ste. Marie..... | 131 | 141 | 288 | 2,048 | 2,008 | 1,107 |
| Simcoe..... | 77 | 108 | 40 | 892 | 663 | 603 |
| Sioux Lookout..... | 4 | 25 | 12 | 109 | 121 | 119 |
| Smiths Falls..... | 7 | 12 | 7 | 338 | 267 | 246 |
| Stratford..... | 65 | 75 | 25 | 589 | 611 | 507 |
| Sturgeon Falls..... | 22 | 25 | 8 | 621 | 381 | 616 |
| Sudbury..... | 334 | 144 | 117 | 2,827 | 2,381 | 2,037 |
| Tillsonburg..... | 34 | 35 | 26 | 355 | 346 | 417 |
| Timmins..... | 30 | 34 | 71 | 1,644 | 1,280 | 1,230 |
| Toronto..... | 2,702 | 2,740 | 2,852 | 38,104 | 36,487 | 28,243 |
| Trenton..... | 64 | 88 | 79 | 699 | 479 | 510 |
| Walkerton..... | 36 | 55 | 58 | 548 | 494 | 425 |
| Wallaceburg..... | 15 | 22 | 8 | 488 | 343 | 426 |
| Welland..... | 64 | 109 | 50 | 2,013 | 1,577 | 983 |
| Weston..... | 165 | 136 | 135 | 3,209 | 3,243 | 3,230 |
| Windsor..... | 193 | 226 | 182 | 7,804 | 7,039 | 6,122 |
| Woodstock..... | 17 | 41 | 59 | 1,095 | 1,100 | 714 |
| Manitoba..... | 1,732 | 2,295 | 2,838 | 15,034 | 11,086 | 11,260 |
| Brandon..... | 162 | 176 | 167 | 1,133 | 725 | 1,075 |
| Dauphin..... | 15 | 25 | 16 | 648 | 323 | 573 |
| Flin Flon..... | 25 | 22 | 26 | 200 | 105 | 205 |
| Portage la Prairie..... | 55 | 73 | 44 | 556 | 333 | 601 |
| The Pas..... | 49 | 90 | 61 | 244 | 153 | 203 |
| Winnipeg..... | 1,426 | 1,909 | 2,524 | 12,253 | 9,447 | 8,603 |

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT NOVEMBER 3, 1960

(SOURCE: Form U.I.C. 757)

| Office | Unfilled Vacancies ⁽²⁾ | | | Registrations | | |
|-------------------------------|-----------------------------------|--|--------------------------------------|------------------------|--|--------------------------------------|
| | (1) Nov. 3, 1960 | Previous Month Sept. 29, 1960 | Previous Year Oct. 29, 1959 | (1) Nov. 3, 1960 | Previous Month Sept. 29, 1960 | Previous Year Oct. 29, 1959 |
| Saskatchewan | 1,218 | 974 | 763 | 9,676 | 6,620 | 8,161 |
| Estevan..... | 20 | 34 | 42 | 227 | 121 | 292 |
| Lloydminster..... | 24 | 29 | 14 | 224 | 150 | 159 |
| Moose Jaw..... | 64 | 103 | 123 | 933 | 590 | 830 |
| North Battleford..... | 39 | 49 | 23 | 583 | 424 | 521 |
| Prince Albert..... | 103 | 81 | 41 | 1,095 | 733 | 1,081 |
| Regina..... | 217 | 240 | 218 | 2,704 | 1,867 | 1,987 |
| Saskatoon..... | 207 | 269 | 165 | 2,310 | 1,738 | 1,833 |
| Swift Current..... | 83 | 68 | 47 | 390 | 201 | 331 |
| Weyburn..... | 17 | 39 | 24 | 199 | 118 | 214 |
| Yorkton..... | 444 | 62 | 66 | 1,011 | 678 | 913 |
| Alberta | 1,711 | 2,231 | 2,058 | 22,364 | 16,992 | 14,488 |
| Blairmore..... | 24 | 9 | 19 | 374 | 180 | 200 |
| Calgary..... | 439 | 537 | 631 | 8,271 | 6,602 | 5,354 |
| Drumheller..... | 10 | 15 | 25 | 228 | 179 | 171 |
| Edmonton..... | 890 | 1,237 | 1,032 | 9,296 | 7,301 | 6,487 |
| Edson..... | 76 | 13 | 27 | 497 | 281 | 373 |
| Grande Prairie..... | 42 | 73 | 73 | 548 | 351 | ..... |
| Lethbridge..... | 101 | 154 | 104 | 1,421 | 894 | 935 |
| Medicine Hat..... | 56 | 94 | 141 | 897 | 699 | 444 |
| Red Deer..... | 73 | 99 | 79 | 832 | 525 | 524 |
| British Columbia | 1,771 | 1,856 | 1,751 | 56,473 | 46,341 | 42,333 |
| Chilliwack..... | 25 | 27 | 27 | 1,326 | 961 | 829 |
| Courtenay..... | 13 | 20 | 23 | 905 | 787 | 514 |
| Cranbrook..... | 54 | 34 | 23 | 700 | 508 | 475 |
| Dawson Creek..... | 23 | 27 | 22 | 729 | 551 | 627 |
| Duncan..... | 16 | 24 | 19 | 564 | 503 | 477 |
| Kamloops..... | 15 | 10 | 8 | 996 | 735 | 763 |
| Kelowna..... | 22 | 18 | 20 | 588 | 372 | 481 |
| Kitimat..... | 34 | 34 | 37 | 166 | 128 | 147 |
| Mission City..... | 28 | 23 | 6 | 898 | 634 | 684 |
| Nanaimo..... | 18 | 10 | 14 | 1,110 | 841 | 740 |
| Nelson..... | 251 | 200 | 10 | 737 | 410 | 617 |
| New Westminster..... | 200 | 221 | 198 | 8,825 | 7,156 | 6,036 |
| Penticton..... | 9 | 21 | 14 | 842 | 458 | 486 |
| Port Alberni..... | 7 | 30 | 16 | 728 | 614 | 520 |
| Prince George..... | 34 | 32 | 50 | 2,305 | 1,391 | 1,918 |
| Prince Rupert..... | 10 | 16 | 6 | 1,243 | 852 | 1,157 |
| Princeton..... | 52 | 9 | 11 | 348 | 190 | 203 |
| Quesnel..... | 15 | 12 | 11 | 1,113 | 705 | 922 |
| Trail..... | 67 | 77 | 46 | 582 | 366 | 609 |
| Vancouver..... | 720 | 841 | 1,012 | 25,666 | 23,386 | 19,286 |
| Vernon..... | 8 | 16 | 14 | 1,083 | 548 | 858 |
| Victoria..... | 111 | 99 | 144 | 4,581 | 3,935 | 3,647 |
| Whitehorse..... | 42 | 55 | 20 | 438 | 310 | 337 |
| Canada | 22,810 | 26,035 | 25,010 | 405,739 | 343,990 | 303,223 |
| Males..... | 11,944 | 12,239 | 11,997 | 281,484 | 228,632 | 195,816 |
| Females..... | 10,866 | 13,796 | 13,013 | 124,255 | 115,358 | 107,407 |

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1955—1960

| Year | Total | Male | Female | Atlantic Region | Quebec Region | Ontario Region | Prairie Region | Pacific Region |
|-----------------------|-----------|---------|---------|--------------------|------------------|-------------------|-------------------|-------------------|
| 1955..... | 953,576 | 642,726 | 310,850 | 67,619 | 222,370 | 343,456 | 178,015 | 142,116 |
| 1956..... | 1,046,979 | 748,464 | 298,515 | 68,522 | 252,783 | 379,085 | 210,189 | 136,400 |
| 1957..... | 877,704 | 586,780 | 290,924 | 59,412 | 215,335 | 309,077 | 185,962 | 107,918 |
| 1958..... | 840,129 | 548,663 | 291,466 | 56,385 | 198,386 | 287,112 | 181,772 | 116,474 |
| 1959..... | 986,073 | 661,872 | 324,201 | 70,352 | 239,431 | 336,527 | 211,951 | 127,812 |
| 1959 (10 months)..... | 848,701 | 573,207 | 275,494 | 57,929 | 206,043 | 289,435 | 182,969 | 112,325 |
| 1960 (10 months)..... | 795,184 | 530,001 | 265,183 | 70,746 | 207,544 | 249,224 | 165,388 | 102,282 |

E—Unemployment Insurance

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, OCTOBER 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province | Estimated Average Number of Beneficiaries Per Week (in thousands) | Weeks Paid | Amount of Benefit Paid \$ |
|--------------------------------|---|------------|---------------------------|
| Newfoundland..... | 4.0 | 15,799 | 342,739 |
| Prince Edward Island..... | 0.6 | 2,462 | 46,856 |
| Nova Scotia..... | 10.5 | 41,903 | 917,198 |
| New Brunswick..... | 7.7 | 30,700 | 657,156 |
| Quebec..... | 67.2 | 268,984 | 5,948,623 |
| Ontario..... | 85.9 | 343,642 | 8,072,034 |
| Manitoba..... | 7.1 | 28,274 | 617,230 |
| Saskatchewan..... | 3.9 | 15,750 | 333,182 |
| Alberta..... | 10.8 | 43,115 | 983,653 |
| British Columbia..... | 28.2 | 112,774 | 2,732,251 |
| Total, Canada, Oct. 1960..... | 225.9 | 903,403 | 20,650,922 |
| Total, Canada, Sept. 1960..... | 222.7 | 935,396 | 21,186,260 |
| Total, Canada, Oct. 1959..... | 159.8 | 671,150 | 13,765,753 |

TABLE E-2—CLAIMANTS* CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, OCTOBER 31, 1960

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province and Sex | Total claimants | Number of weeks on claim | | | | | | | Percentage Postal | October 30, 1959 Total claimants |
|---------------------------|-----------------|--------------------------|--------|--------|--------|--------|--------|---------|-------------------|----------------------------------|
| | | 2 or Less | 3-4 | 5-8 | 9-12 | 13-16 | 17-20 | Over 20 | | |
| Canada..... | 330,223 | 121,806 | 41,306 | 52,063 | 33,316 | 22,578 | 14,860 | 44,294 | 25.7 | 250,583 |
| Male..... | 230,025 | 93,880 | 30,277 | 36,138 | 21,883 | 13,527 | 8,583 | 28,757 | 27.1 | 164,391 |
| Female..... | 100,198 | 27,946 | 11,029 | 15,925 | 11,433 | 9,051 | 6,277 | 15,537 | 22.4 | 86,192 |
| Newfoundland..... | 6,886 | 2,665 | 767 | 859 | 576 | 494 | 317 | 1,208 | 59.8 | 5,659 |
| Male..... | 5,713 | 2,430 | 666 | 702 | 440 | 366 | 207 | 917 | 62.0 | 4,754 |
| Female..... | 1,168 | 235 | 111 | 157 | 136 | 128 | 110 | 291 | 48.9 | 905 |
| Prince Edward Island..... | 896 | 375 | 81 | 130 | 66 | 63 | 55 | 126 | 59.6 | 852 |
| Male..... | 588 | 293 | 60 | 78 | 30 | 34 | 25 | 68 | 64.8 | 542 |
| Female..... | 308 | 82 | 21 | 52 | 36 | 29 | 30 | 58 | 49.7 | 310 |
| Nova Scotia..... | 14,069 | 4,924 | 1,647 | 2,288 | 1,341 | 945 | 569 | 2,355 | 40.8 | 10,927 |
| Male..... | 11,277 | 4,252 | 1,339 | 1,828 | 991 | 695 | 385 | 1,787 | 42.0 | 8,225 |
| Female..... | 2,792 | 672 | 308 | 460 | 350 | 250 | 184 | 568 | 36.2 | 2,702 |
| New Brunswick..... | 11,286 | 4,054 | 1,358 | 1,780 | 1,334 | 801 | 405 | 1,554 | 53.0 | 9,357 |
| Male..... | 8,456 | 3,345 | 1,077 | 1,354 | 929 | 460 | 240 | 1,051 | 55.5 | 6,679 |
| Female..... | 2,830 | 709 | 281 | 426 | 405 | 341 | 165 | 503 | 45.6 | 2,678 |
| Quebec..... | 99,111 | 36,462 | 12,487 | 15,860 | 9,836 | 6,960 | 4,617 | 12,889 | 26.1 | 78,010 |
| Male..... | 67,991 | 27,629 | 9,020 | 11,236 | 6,438 | 3,919 | 2,503 | 7,246 | 27.5 | 51,122 |
| Female..... | 31,120 | 8,833 | 3,467 | 4,624 | 3,398 | 3,041 | 2,114 | 5,643 | 22.9 | 26,888 |
| Ontario..... | 118,603 | 41,634 | 14,941 | 19,036 | 12,558 | 8,418 | 5,587 | 16,429 | 19.4 | 86,444 |
| Male..... | 79,761 | 30,735 | 10,687 | 12,735 | 8,144 | 5,150 | 3,265 | 9,045 | 19.5 | 53,044 |
| Female..... | 38,842 | 10,899 | 4,254 | 6,301 | 4,414 | 3,268 | 2,322 | 7,384 | 19.2 | 33,400 |
| Manitoba..... | 12,294 | 5,328 | 1,551 | 1,672 | 1,174 | 658 | 477 | 1,434 | 18.9 | 8,828 |
| Male..... | 8,185 | 4,005 | 1,016 | 968 | 695 | 392 | 290 | 819 | 21.5 | 5,827 |
| Female..... | 4,109 | 1,323 | 535 | 704 | 479 | 266 | 187 | 615 | 13.7 | 3,001 |
| Saskatchewan..... | 6,917 | 2,815 | 812 | 961 | 631 | 450 | 318 | 930 | 40.5 | 6,456 |
| Male..... | 4,463 | 2,170 | 550 | 522 | 318 | 225 | 154 | 524 | 43.7 | 4,273 |
| Female..... | 2,454 | 645 | 262 | 439 | 313 | 225 | 164 | 406 | 34.6 | 2,183 |
| Alberta..... | 16,468 | 6,587 | 1,821 | 2,488 | 1,479 | 989 | 759 | 2,345 | 22.6 | 11,006 |
| Male..... | 11,305 | 5,182 | 1,308 | 1,618 | 852 | 534 | 432 | 1,379 | 23.6 | 6,964 |
| Female..... | 5,163 | 1,405 | 513 | 870 | 627 | 455 | 327 | 966 | 20.5 | 4,042 |
| British Columbia..... | 43,693 | 16,962 | 5,841 | 6,989 | 4,321 | 2,800 | 1,756 | 5,024 | 24.6 | 33,044 |
| Male..... | 32,281 | 13,819 | 4,564 | 5,097 | 3,046 | 1,752 | 1,082 | 2,921 | 25.9 | 22,961 |
| Female..... | 11,412 | 3,143 | 1,277 | 1,892 | 1,275 | 1,048 | 674 | 2,103 | 20.9 | 10,083 |

* Changes in the wording of this heading do not involve any change in concept.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
OCTOBER, 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province | Claims filed at Local Offices | | | Disposal of Claims and Claims Pending at End of Month | | | |
|--------------------------------|-------------------------------|---------|---------|---|---------------------|-------------------------|---------|
| | Total* | Initial | Renewal | Total Disposed of† | Entitled to Benefit | Not Entitled to Benefit | Pending |
| Newfoundland..... | 3,386 | 2,319 | 1,067 | 2,729 | 1,878 | 851 | 1,294 |
| Prince Edward Island..... | 463 | 304 | 159 | 387 | 270 | 117 | 157 |
| Nova Scotia..... | 10,098 | 4,562 | 5,536 | 9,168 | 7,461 | 1,707 | 2,384 |
| New Brunswick..... | 5,634 | 3,493 | 2,141 | 4,906 | 3,648 | 1,258 | 1,659 |
| Quebec..... | 50,828 | 29,924 | 20,904 | 46,246 | 35,112 | 11,134 | 14,521 |
| Ontario..... | 62,406 | 35,963 | 26,443 | 58,080 | 43,987 | 14,093 | 17,675 |
| Manitoba..... | 7,060 | 4,603 | 2,457 | 6,071 | 4,357 | 1,714 | 1,848 |
| Saskatchewan..... | 4,175 | 2,754 | 1,421 | 3,453 | 2,395 | 1,058 | 1,268 |
| Alberta..... | 9,878 | 5,900 | 3,978 | 9,449 | 7,274 | 2,175 | 2,671 |
| British Columbia..... | 24,283 | 14,097 | 10,186 | 22,023 | 15,949 | 6,074 | 6,636 |
| Total, Canada, Oct. 1960..... | 178,211 | 103,919 | 74,292 | 162,512 | 122,331 | 40,181 | 50,113 |
| Total, Canada, Sept. 1960..... | 140,328 | 79,173 | 61,155 | 143,276 | 109,220 | 34,056 | 34,414 |
| Total, Canada, Oct. 1959..... | 151,191 | 96,354 | 54,837 | 138,239 | 99,922 | 38,317 | 41,652 |

* In addition, revised claims received numbered 34,428.

† In addition, 32,721 revised claims were disposed of. Of these, 3,645 were special requests not granted and 1,215 were appeals by claimants. There were 8,272 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| End of: | Total | Employed | Claimants |
|---------------------|-----------|-----------|-----------|
| 1960—September..... | 3,999,100 | 3,719,600 | 279,500 |
| August..... | 4,040,000 | 3,759,800 | 280,200 |
| July..... | 4,024,000 | 3,729,900 | 294,100 |
| June..... | 4,048,000 | 3,751,600 | 296,400 |
| May..... | 3,988,000 | 3,623,700 | 364,300 |
| April..... | 4,222,000 | 3,507,100 | 714,900 |
| March..... | 4,307,000 | 3,484,000 | 823,000 |
| February..... | 4,308,000 | 3,493,800 | 814,200 |
| January..... | 4,296,000 | 3,513,500 | 782,500 |
| 1959—December..... | 4,295,000 | 3,609,300 | 685,700 |
| November..... | 4,131,000 | 3,713,500 | 417,500 |
| October..... | 4,032,000 | 3,781,400 | 250,600 |

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

| | Total | Food | Shelter | Clothing | Household operation | Other Commodities and Services |
|--------------------|-------|-------|---------|----------|---------------------|--------------------------------|
| 1954—Year..... | 116.2 | 112.2 | 126.5 | 109.4 | 117.4 | 117.4 |
| 1955—Year..... | 116.4 | 112.1 | 129.4 | 108.0 | 116.4 | 118.1 |
| 1956—Year..... | 118.1 | 113.4 | 132.5 | 108.6 | 117.1 | 120.9 |
| 1957—Year..... | 121.9 | 118.6 | 134.9 | 108.5 | 119.6 | 126.1 |
| 1958—Year..... | 125.1 | 122.1 | 138.4 | 109.7 | 121.0 | 130.9 |
| 1959—November..... | 123.3 | 123.8 | 142.6 | 111.4 | 123.5 | 136.9 |
| December..... | 127.9 | 122.4 | 142.7 | 111.4 | 123.7 | 136.8 |
| 1960—February..... | 127.2 | 120.8 | 142.9 | 109.8 | 123.2 | 137.0 |
| March..... | 126.9 | 119.4 | 142.9 | 110.4 | 123.4 | 137.0 |
| April..... | 127.5 | 120.9 | 143.3 | 110.8 | 123.5 | 137.1 |
| May..... | 127.4 | 120.2 | 143.5 | 110.8 | 123.1 | 137.6 |
| June..... | 127.6 | 120.8 | 143.8 | 110.9 | 123.0 | 137.7 |
| July..... | 127.5 | 120.5 | 143.9 | 110.8 | 123.0 | 137.6 |
| August..... | 127.9 | 121.7 | 144.0 | 110.3 | 123.1 | 137.7 |
| September..... | 128.4 | 123.3 | 144.2 | 110.5 | 123.3 | 137.6 |
| October..... | 129.4 | 125.8 | 144.3 | 111.2 | 123.5 | 137.8 |
| November..... | 129.6 | 125.5 | 144.5 | 112.5 | 123.5 | 138.3 |
| December..... | 129.6 | 125.3 | 144.6 | 112.6 | 123.5 | 138.3 |

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF NOVEMBER 1960

(1949 = 100)

| | Total | | | Food | Shelter | Clothing | Household Operation | Other Commodities and Services |
|--|---------------|--------------|---------------|-------|---------|----------|---------------------|--------------------------------|
| | November 1959 | October 1960 | November 1960 | | | | | |
| (¹) St. John's, Nfld..... | 114.6 | 115.0 | 115.9 | 108.9 | 115.1 | 110.7 | 111.7 | 133.0 |
| Halifax..... | 127.7 | 128.1 | 128.4 | 119.9 | 135.1 | 122.0 | 129.3 | 140.4 |
| Saint John..... | 129.2 | 130.0 | 130.0 | 124.4 | 140.6 | 119.7 | 124.1 | 143.0 |
| Montreal..... | 128.7 | 129.1 | 129.7 | 130.0 | 146.0 | 108.1 | 119.0 | 138.8 |
| Ottawa..... | 128.6 | 130.2 | 130.2 | 125.9 | 148.8 | 117.0 | 121.7 | 138.3 |
| Toronto..... | 130.5 | 132.1 | 131.9 | 125.8 | 153.1 | 115.0 | 123.8 | 140.3 |
| Winnipeg..... | 125.7 | 127.1 | 127.7 | 124.2 | 135.5 | 118.8 | 120.2 | 137.3 |
| Saskatoon-Regina..... | 124.6 | 125.7 | 125.5 | 123.0 | 125.0 | 124.0 | 125.8 | 129.5 |
| Edmonton-Calgary..... | 124.7 | 125.6 | 125.7 | 120.4 | 125.5 | 121.3 | 127.5 | 133.7 |
| Vancouver..... | 129.8 | 130.5 | 130.8 | 126.3 | 137.8 | 117.5 | 135.8 | 137.5 |

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(¹) St. John's index on the base June 1951 = 100.

TABLE G-1—STRIKES AND LOCKOUTS, 1955-60

| Month or Year | Strikes and Lockouts Beginning During Month or Year | Strikes and Lockouts in Existence During Month or Year | | | |
|----------------------|---|--|------------------|----------------------|------------------------------------|
| | | Strikes and Lockouts | Workers Involved | Duration in Man-Days | |
| | | | | Man-Days | Per Cent of Estimated Working Time |
| 1955..... | 149 | 159 | 60,090 | 1,875,400 | 0.18 |
| 1956..... | 221 | 229 | 88,680 | 1,246,000 | 0.11 |
| 1957..... | 242 | 249 | 91,409 | 1,634,880 | 0.14 |
| 1958..... | 253 | 262 | 112,397 | 2,872,340 | 0.24 |
| *1959..... | 202 | 217 | 99,872 | 2,386,680 | 0.19 |
| *1959: November..... | 8 | 18 | 4,392 | 59,740 | 0.06 |
| December..... | 13 | 22 | 3,836 | 56,050 | 0.05 |
| *1960: January..... | 13 | 20 | 3,531 | 58,440 | 0.06 |
| February..... | 14 | 25 | 3,994 | 50,320 | 0.05 |
| March..... | 19 | 27 | 3,237 | 26,820 | 0.03 |
| April..... | 15 | 29 | 2,476 | 26,870 | 0.03 |
| May..... | 21 | 38 | 7,152 | 74,900 | 0.07 |
| June..... | 24 | 43 | 7,309 | 53,260 | 0.05 |
| July..... | 22 | 37 | 5,067 | 37,770 | 0.04 |
| August..... | 30 | 42 | 10,958 | 129,180 | 0.12 |
| September..... | 27 | 52 | 11,877 | 114,610 | 0.11 |
| October..... | 30 | 56 | 9,027 | 90,830 | 0.08 |
| November..... | 28 | 58 | 5,491 | 53,180 | 0.05 |

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, NOVEMBER 1960, BY INDUSTRY

(Preliminary)

| Industry | Strikes and Lockouts | Workers Involved | Man-Day |
|-------------------------|----------------------|------------------|---------|
| Logging..... | 1 | 40 | 240 |
| Fishing..... | — | — | — |
| Mining..... | 4 | 167 | 3,470 |
| Manufacturing..... | 26 | 3,250 | 36,500 |
| Construction..... | 13 | 1,150 | 5,850 |
| Transportation etc..... | 7 | 639 | 5,620 |
| Public utilities..... | 2 | 180 | 790 |
| Trade..... | 5 | 65 | 710 |
| Service..... | — | — | — |
| All industries..... | 58 | 5,491 | 53,180 |

TABLE G-3—STRIKES AND LOCKOUTS, NOVEMBER 1960, BY JURISDICTION

(Preliminary)

| Jurisdiction | Strikes and Lockouts | Workers Involved | Man-Day |
|-------------------------|----------------------|------------------|---------|
| Newfoundland..... | 1 | 100 | 2,200 |
| Prince Edward Island... | — | — | — |
| Nova Scotia..... | 4 | 137 | 1,070 |
| New Brunswick..... | — | — | — |
| Quebec..... | 8 | 677 | 6,590 |
| Ontario..... | 32 | 2,818 | 21,500 |
| Manitoba..... | 5 | 861 | 12,780 |
| Saskatchewan..... | 1 | 30 | 180 |
| Alberta..... | 2 | 402 | 3,610 |
| British Columbia..... | 2 | 88 | 950 |
| Federal..... | 3 | 378 | 4,300 |
| All jurisdictions..... | 58 | 5,491 | 53,180 |

TABLE G-4 STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER 1960

(Preliminary)

| Industry — Employer — Location | Union | Workers Involved | Duration in Man-Days | | Starting Date — Termination Date | Major Issues ~ Result |
|---|---|------------------|----------------------|-------------|--|--|
| | | | November | Accumulated | | |
| MINING— Non-Metal Mining— Newfoundland Fluorspar St. Lawrence, Nfld. | St. Lawrence Workers' Protective Union (Ind.) | 100 | 2,200 | 4,070 | Oct. 14 | Disciplinary dismissal of workers~ |
| MANUFACTURING— Clothing— Taran Furs, Montreal, Que. | Butcher Workmen Loc. 400 (AFL-CIO/CLC) | 100 | 300 | 300 | Nov. 28 Nov. 30 | Wages, clause curtailing subcontracting~\$6 per week increase. |

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
NOVEMBER 1960**

(Preliminary)

| Industry — Employer — Location | Union | Workers Involved | Duration in Man-Days | | Starting Date — Termination Date | Major Issues ~ Result |
|---|--|---------------------|-------------------------|-------------|--|--|
| | | | November | Accumulated | | |
| Paper Products— Building Products, Mont-Rouge, Que. | Pulp and Paper Workers Federation (CNTU) | 290 (20) | 1,450 | 1,450 | Nov. 24 | Wages~ |
| Iron and Steel Products— Canadian Timken, Thomas, Ont. | Steelworkers Loc. 4906 (AFL-CIO/CLC) | 292 (70) | 5,940 | 22,470 | Aug. 12 | Wages, working conditions, fringe benefits~ |
| Dominion Bridge, Mount Dennis, Toronto, Ont. | Steelworkers Loc. 3390 (AFL-CIO/CLC) | 450 | 1,100 | 25,410 | Aug. 15 Nov. 7 | Wages, fringe benefits ~ 3¢ hourly increase the first year, 3¢ an hour the second year, a further 2¢ an hour three months before expiry date; improved fringe benefits. |
| Dominion Bridge, Calgary, Alta. | Steelworkers Loc. 5044 (AFL-CIO/CLC) | 302 | 1,810 | 16,910 | Aug. 19 Nov. 9 | Wages, fringe benefits~3¢ an hour increase on signing, 3¢ Nov. 1961; improved fringe benefits. |
| Manitoba Rolling Mills, Elkirk, Man. | Steelworkers Loc. 5442 (AFL-CIO/CLC) | 385 | 6,930 | 25,390 | Aug. 25 Nov. 28 | Wages, fringe benefits~5¢ an hour immediate increase. |
| Manitoba Bridge and Engineer- ing Works, Winnipeg, Man. | Steelworkers Loc. 4087 (AFL-CIO/CLC) | 238 | 3,570 | 14,620 | Aug. 25 Nov. 23 | Wages, fringe benefits~3¢ an hour immediate increase, 3¢ an hour effective Nov. 23, 1961; 2¢ an hour May 23, 1962; improved fringe benefits. |
| Dominion Bridge, Winnipeg, Man. | Steelworkers Loc. 4095 (AFL-CIO/CLC) | 203 | 2,230 | 9,640 | Aug. 25 Nov. 17 | Wages, fringe benefits~5¢ an hour increase. |
| Dominion Bridge, Edmonton, Alta. | Steelworkers Loc. 3345 (AFL-CIO/CLC) | 100 | 1,800 | 6,860 | Aug. 26 Nov. 28 | Wages, fringe benefits ~ Increased wages, improved fringe benefits. |
| Miscellaneous Manufacturing— Terry Gyroscope Co. of Canada, St. Laurent, Que. | I.U.E. Loc. 514 (AFL-CIO/CLC) | 204 | 3,780 | 12,090 | Sept. 15 | Wages~ |
| CONSTRUCTION— Anglin Norcross Construction, Toronto, Ont. | Bricklayers Loc., 26 (AFL-CIO/CLC) | 135 | 1,890 | 1,890 | Nov. 7 Nov. 28 | Refusal to accept stone cut by non-union personnel~ Return of workers when settlement reached. |
| Mutual Investments, Toronto, Ont. | Several building trades unions (AFL-CIO/CLC) | 383 | 770 | 770 | Nov. 11 Nov. 15 | Closed shop ~ Return of workers. |
| J. B. Sullivan Construction, Toronto, Ont. | Labourers Loc. 183 (AFL-CIO/CLC) | 110 | 110 | 110 | Nov. 21 Nov. 22 | Non-union labour on paving job~Return of workers. |
| Twenty Electrical Contractors, Kitchener-Waterloo, other points, Ont. | I.B.E.W. Loc. 804 (AFL- CIO/CLC) | 180 | 1,620 | 1,620 | Nov. 21 | Wages~ |
| Wally Dunfield Sydicates, Toronto, Ont. | Lathers Loc. 97 (AFL-CIO /CLC) | 116 | 230 | 230 | Nov. 21 Nov. 23 | Non-union lathers on job~ Withdrawal of pickets. |
| TRANSPORTATION ETC. Transportation— Sandwich-Windsor and Amherst- burg Railway, Windsor, Ont. | Street Railway Employees Loc. 616 (AFL-CIO/CLC) | 186 | 930 | 930 | Nov. 24 | Wages~ |
| Storage— Five Grain Elevators, Vancouver, B.C. | Brewery Workers Loc. 333 (AFL-CIO/CLC) | 325 | 4,230 | 4,230 | Nov. 8 Nov. 28 | Wages, fringe benefits~17½¢. an hour increase during first year of agreement, 8¢ an hour the second year; improved fringe benefits. |
| PUBLIC UTILITY OPERATION— Public Utilities Commission (Telephone Dept.) Port Arthur, Ont. | I.B.E.W. Loc. 339 (AFL- CIO/CLC) | 157 | 670 | 670 | Nov. 9 Nov. 17 | Wages~2½% wage increase in each of the years 1959, 1960 & 1961. |

Figures in parentheses indicate the number of workers indirectly affected.

**TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE THIRD
QUARTER OF 1960 BY GROUP OF INDUSTRIES AND CAUSES**

| Cause | Agriculture | Logging | Fishing and Trapping | Mining and Quarrying | Manufacturing | Construction | Public Utilities | Transportation, Storage and Communications | Trade | Finance | Service | Unclassified | Total |
|---|-------------|---------|----------------------|----------------------|---------------|--------------|------------------|--|-------|---------|---------|--------------|-------|
| Striking against or stepping on objects | | | | | 1 | 1 | 1 | | | | | | 3 |
| Struck by: | | | | | | | | | | | | | |
| (a) Tools, machinery, cranes, etc. | 1 | | | 2 | 4 | 3 | 1 | 2 | | | | | 13 |
| (b) Moving vehicles | | | | 2 | | 9 | | 8 | | | 2 | | 21 |
| (c) Other objects | 1 | 14 | | 17 | 7 | 2 | | 1 | | | 2 | | 44 |
| Caught in or between machinery, vehicles, etc. | | | | 7 | 3 | 9 | | 6 | 1 | | 1 | | 27 |
| Collision, derailments, wrecks, etc. | 13 | 2 | | 9 | 5 | 14 | 2 | 20 | 4 | | 6 | | 75 |
| Falls and slips: | | | | | | | | | | | | | |
| (a) Falls on same level | 4 | | | 2 | | | | 1 | | | 1 | | 6 |
| (b) Falls to different levels | 4 | 2 | 7 | 2 | 13 | 16 | 3 | 7 | 2 | | 4 | | 60 |
| Conflagrations, temperature extremes and explosions .. | | 1 | | 3 | 4 | 4 | 1 | 1 | | | 3 | | 17 |
| Inhalation, absorptions, asphyxiation and industrial diseases | 1 | | | 6 | 1 | | 1 | | | | 2 | | 11 |
| Electric current | 1 | 2 | | | 4 | 4 | 5 | 2 | | | | | 18 |
| Over-exertion | | | | 1 | 1 | | | | | | 1 | | 3 |
| Miscellaneous accidents | 1 | | 1 | 2 | | | | 1 | | | 2 | | 7 |
| Total, third quarter 1960 | 26 | 21 | 8 | 50 | 43 | 63 | 14 | 49 | 7 | | 24 | | 305 |
| Total, third quarter 1959 | 48 | 30 | 8 | 39 | 68 | 87 | 11 | 52 | 21 | | 25 | | 389 |

**TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF
INDUSTRIES DURING THE THIRD QUARTER OF 1960**

| Industry | Nfld. | P.E.I. | N.S. | N.B. | Que. | Ont. | Man. | Sask. | Alta. | B.C. | N.W.T. | Total |
|--|-------|--------|------|------|------|------|------|-------|-------|------|--------|-------|
| Agriculture | | 1 | 2 | 2 | 1 | 15 | 3 | 2 | | | | 26 |
| Logging | 2 | | | 1 | 4 | 5 | | | | 9 | | 21 |
| Fishing and Trapping | | | 2 | 1 | | 1 | | | | 2 | 2 | 8 |
| Mining and Quarrying | 2 | | 6 | 2 | 5 | 12 | 1 | 2 | 7 | 12 | 1 | 50 |
| Manufacturing | 2 | | 3 | | 9 | 17 | 3 | 1 | 4 | 4 | | 43 |
| Construction | | 1 | 2 | 3 | 10 | 17 | 3 | 2 | 13 | 12 | | 63 |
| Public Utilities | 2 | 1 | | | 2 | 5 | | | 2 | 2 | | 14 |
| Transportation, Storage and Communications | | | 1 | 1 | 9 | 22 | 1 | 3 | 5 | 5 | 2 | 49 |
| Trade | 1 | | | | 2 | 1 | | 1 | 1 | 1 | | 7 |
| Finance | | | | | | | | | | | | |
| Service | | | 1 | 1 | 2 | 12 | | | 4 | 4 | | 24 |
| Unclassified | | | | | | | | | | | | |
| Total | 9 | 3 | 17 | 11 | 44 | 107 | 11 | 11 | 36 | 51 | 5 | 305* |

* Of this total 230 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 75 were obtained from other non-official sources.